

Social commitment is a vital principle which underpins the corporate policy of RUD.

RUD integrates environmental and social considerations in the way we do business. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

At the core of RUD values are three fundamental areas of focus:

- Environmental Sustainability
- Philanthropy
- Operating Responsibly

ENVIRONMENTAL SUSTAINABILITY

Our vision is based on a fundamental belief that sustainable use of resources underpins the long-term success of our business. We recognise our responsibility to our partners and the communities within which we operate, both present and future. We are committed to help secure a better, more sustainable future for all by reducing our environmental footprint. In order to succeed, RUD achieved 3-Star Champion ecoBiz Partnership through initiatives including solar paneling, recycling, waste reduction and lighting efficiencies. Since 2016, there has been a 33% increase in production output at RUD but near no increase in waste energy and water.

PHILANTHROPY

Maintaining a local focus is vital to RUD's charitable investment and employee engagement strategy. We focus our expertise and employee volunteerism on issues that are of importance to our local community, our culture and our people. In our charitable giving we aim to work together with charities and create a partnership that is aligned with our business values.

Company-wide, we utilise our strengths and resources to benefit local communities and charities. Individually, our people are encouraged to take part in the many volunteer programs supported by our business.

OPERATING RESPONSIBLY

A high priority for RUD is a workplace culture and approach to business that reflects RUD's values and beliefs.

Culture

Our winning culture is the cornerstone of our business and we always find new and fun ways to celebrate our successes and milestones. Our inclusive environment is supported by everyone at every level in the business and we are committed to creating a workplace where our people at all levels are valued, have an opportunity to actively participate in the business and take on leadership roles.

Diversity and inclusion

Our collective strength - fueled by the different backgrounds and perspectives of our people – makes RUD a better place to work and partner of choice. We believe that having an inclusive environment allows us to fully leverage the contributions of our people, which enriches our business and drives RUD's future success.

Human rights

As a core value, RUD cares about its people, the communities it is a part of and the world in which it operates. We make business decisions that work to avoid the creation of circumstances where human rights could be impacted.

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We respect and support compliance with internationally recognized human rights, in particular as regards those of our associates and business partners.

Culture of Health and Safety

Safety is an essential element in all RUD activities. We believe that world-class safety comes from a combination of having the right attitude, making the right decisions and taking the right actions. RUD adheres at the very least to the relevant national standards for a safe, hygienic working environment and takes appropriate action within this framework to ensure our partners take care of their workplace in order to guarantee working conditions are not harmful to health and/or wellbeing.

Business ethics

While workplace culture and diversity are vital to our people, business ethics are equally important in driving business success for RUD. That’s why RUD commits to the highest standards of professional and personal conduct and always seeks to act with openness and transparency. RUD also has a comprehensive Code of Business Conduct for how we conduct everyday business activities. The code applies to all of our people and covers a wide range of business practices and standards. The Code requires our people to engage in honest and ethical conduct in performing their duties.

DOCUMENT REVISION HISTORY

Below follows a record of the changes and revisions made to this document. Approvals to changes are managed by the Document Control Procedure.

Version	Date	Changes Made	Changed By