



POLICY Corporate Social Responsibility Policy

Introduction - At Wiley, we are committed to making a difference and creating a better future.

Our commitment to society is fundamental, and we uphold responsible and ethical business practices that benefit our people, business partners, the broader community, and the population at large. This commitment is not a part-time endeavor; it is ingrained in everything we do. Wiley recognizes that corporate social responsibility is integral to our business, and we are steadfast in setting a commendable example for society.

What this commitment means

Wiley adheres to a range of policies and guidelines governing our social responsibilities, including:

- Professional Standards Policy
- Equal Employment and Opportunity Policy
- Freedom of Association Policy
- Harassment and Discrimination Policy
- Modern Slavery Policy
- Health and Safety Policy
- Environmental Policy
- Quality Policy
- Fatigue Management Policy
- Drug and Alcohol Policy
- Whistleblower Policy
- Rehabilitation Policy
- Reconciliation Action Plan

All these documents are accessible for review on the Wiley website (www.wiley.com.au). We actively promote these policies and expect all team members, consultants, sub-contractors, and suppliers to exhibit behavior aligning with these expectations, reflecting honesty, integrity, ethics, and inclusivity.

Creating positive impact in our community

As a responsible business in our community, we actively seek opportunities to contribute to and enhance our surroundings. Wiley achieves this through various means, such as supporting local businesses dedicated to creating positive social outcomes. Notable examples include our involvement with FareShare, Foodbank, and Traction—local businesses focused on providing food to those in need and creating opportunities for young people.

Wiley consistently participates in and promotes charitable events, encouraging participation and awareness among our staff, supply chain, clients, and the broader community. These events contribute to fundraising and awareness for causes like cancer research, diabetes research, and mental health to name a few.

Inclusivity and diversity are paramount at Wiley. We aspire to a future where everyone is treated equally, with equal opportunities irrespective of gender, sexual orientation, race, disability, age, religious beliefs, marital status, or social origin. Wiley actively supports inclusivity and diversity across all aspects of our business and participates in events aimed at closing opportunity gaps within our community. For instance, we actively engage in NAWIC (National Association of Women in Construction) events and demonstrate proactive support for our first nations people through our Reconciliation Action Plan.

Our undertaking

Wiley undertakes to align its business practices with (and expects our people to behave within) the guidelines and policies mentioned in this Corporate Social Responsibility Policy. As a business, we will actively promote and support others in our community looking to create positive change in our community.

Suzie Wiley | Managing Director

