



# SCS GROUP & SCS INDIGENOUS (SCSi)

Environmental, Social  
& Governance  
(ESG) Framework



# SCS Group & SCS Indigenous (SCSi)

## Environmental, Social & Governance (ESG) Framework

*“Maximising Positive Impact,  
Minimising Environmental Footprint”*

### Purpose and Commitment

SCS Group and its Indigenous-led division, SCS Indigenous (SCSi), recognise that commercial success is intrinsically linked to community empowerment, environmental responsibility, and ethical governance. As a profit-for-purpose company, we are committed to delivering sustainable outcomes that create lasting social and economic impact for future generations.

For over 65,000 years, First Nations people have cared for Country – nurturing the land, waters, and skies with respect, balance, and responsibility. This enduring connection to Country forms the backbone of First Nations culture, beliefs, and responsibilities, ensuring sustainability and prosperity for future generations. SCSi honours this legacy by embedding those same principles of care, stewardship, and respect into every aspect of our work.

This ESG Framework guides our decisions, so they uphold the highest standards of accountability and transparency while fostering positive outcomes for people, communities, and the environment. We strive for a future where economic growth, and cultural values work hand in hand – supporting sustainable business practices and the wellbeing of Country and community.

### Environmental Stewardship

SCS Group and SCSi are dedicated to minimising environmental footprint, promoting sustainable practices, and adhering to recognised standards.

### Our Commitments

- **Certified Environmental Management:** Operations governed by ISO 14001:2018 with clear objectives, legal compliance obligations, and continual improvement.
- **Green Cleaning:** Environmentally responsible methods that reduce chemical use and water/energy consumption, with preference for low-impact formulations.
- **Indigenous-Owned & Green Products:** Active sourcing from Indigenous-owned businesses and certified sustainable products to foster circular-economy outcomes.
- **Integrated Waste Management:** Segregation, recycling, and resource recovery programs; dirty water to trade-waste only; stormwater protection at all sites.
- **Intergenerational Impact:** Support for *1000 Generations* and other initiatives that strengthen sustainability, cultural connection, and climate resilience.
- **Positive Legacy:** Championing Indigenous-led sustainability solutions and responsible practices across operations and supply chains.

## Social Impact

Our social mission is to create lasting, positive change by empowering diverse communities – particularly First Nations communities – through employment, education, and targeted investment that supports intergenerational wellbeing.

## Our Commitments

### Employment & Economic Empowerment

- **Empowering Through Employment:** Safe, flexible, meaningful work opportunities, including support for Indigenous women rebuilding their lives after domestic and family violence (with community partners).
- **Growing Our People:** A Strategic Plan pillar focused on continuous development and career mobility.
- **Career Pathways:** Co-designed traineeships and employment pathways with Indigenous-led RTOs (e.g., Yalagan Training) for nationally recognised qualifications.
- **Economic Participation:** Leveraging SCS Group's national infrastructure and expertise to increase opportunities within Indigenous communities.

### Community Investment & Partnerships

- **Investing in Future Generations:** Scholarships, mentorship, educational grants, and leadership initiatives for vulnerable Indigenous youth.
- **Partnering for Impact:** Support through subsidised services, referral-fee funding, advocacy, in-kind contributions, and direct financial investment.
- **Authentic Engagement:** Long-term relationships and sponsorships for cultural, community, and social initiatives.
- **Values-Aligned Partnerships:** Partnering with purpose-driven organisations to create meaningful impact across family violence prevention, veteran and family wellbeing, disability inclusion, cancer support, and First Nations empowerment.

### Cultural Integrity & Indigenous Business

- **Cultural Integrity:** Aboriginal perspectives, values, and cultural protocols embedded in operations, guided by SCSi.
- **Culturally Safe Practice:** Initiatives co-designed with First Nations stakeholders and aligned with self-determination.
- **Indigenous Procurement:** Prioritisation of Indigenous-owned suppliers and supplier-development activities.
- **Advocacy & Visibility:** Promoting Indigenous business participation and celebrating Indigenous excellence across our ecosystem.

## Occupational Health, Safety & Wellbeing (OHSW)

### Commitment

We commit to zero harm and psychologically safe workplaces. Our OHS Management System is certified to ISO 45001:2018 (JAS-ANZ) and integrated with ISO 9001 and ISO 14001 within a single, auditable IMS. We comply with relevant OHS/WHs laws and Compliance Codes across Australia and align our field practices to client/site procedures.

### System Pillars

- Leadership & Accountability:** Visible safety leadership from the Managing Director and Executive Team; defined OHS responsibilities for State Operations Managers (SOMs), Client Service Managers (CSMs), Supervisors and Workers.
- Risk Management & Safe Systems of Work:** Task-based risk assessments and SWMS for high-risk work (e.g., elevated work, isolation/LOTO, chemical handling, manual handling). Elimination and engineering controls prioritised, supported by administrative controls and PPE.
- Training, Competency & Verification:** Role-specific inductions, high-risk licences/tickets, refreshers and on-the-job verifications recorded in our HR portal, Employment Hero; toolbox talks and point-of-work briefings prior to each shift.
- Consultation & Worker Voice:** OHS committees and HSR engagement; Stop-Work Authority for unsafe conditions; open reporting of hazards and near-misses.
- Incident Management & Learning:** Immediate make-safe, timely reporting, triage, and root-cause analysis; corrective and preventive actions tracked to closure in our IMS with verification checks.
- Psychosocial Health & Wellbeing:** Controls aligned to ISO 45003 guidance (fatigue, heat stress, remote/isolated work, respectful workplace); confidential support channels and post-incident welfare checks.
- Emergency Preparedness:** Site ERP alignment, first-aid coverage, spill control, evacuation and EWP rescue plans; drills and post-exercise learning.
- Chemical & Environmental Controls:** Approved product list with SDS at point-of-use; bunding and stormwater protection; dirty water to trade-waste only; licensed waste providers as required.
- Assurance & Continuous Improvement:** Scheduled inspections/audits, external ISO surveillance audits, management reviews, and trend analysis to lift performance.

### OHSW KPI Scorecard

KPI	Definition	Target
Zero Fatalities / Class 1 Events	Catastrophic or life-altering events	0
TRIFR / LTIFR	Recordable & lost-time injuries per million hours	YOY reduction
Near-Miss Reporting Ratio	Near misses: recordables	≥ 3 : 1
Corrective Action Closure	CAPA closed by due date	≥ 95%
Training Currency	Mandatory training in date	≥ 98%
Planned OHS Inspections	Completed to plan	100%
Emergency Readiness	Drills completed with lessons logged	100%
Psychosocial Action Plan	Priority actions delivered	100%

## Roles & Responsibilities (OHSW)

- **Accountable Executive:** Managing Director.
- **System Owner:** HR/WHS Lead (national) with State Ops Managers (execution).
- **Line Leadership:** CSMs/Supervisors—daily risk control, toolbox talks, observations.
- **All Workers:** Follow SWMS/SOPs, use PPE, report hazards and incidents.
- **Assurance:** External ISO audits, internal audits, client/site audits welcomed.

## Governance & Accountability

### Commitment

We lead with integrity and transparency. Governance combines Executive oversight, certified management systems, and Indigenous-led decision-making for community investments.

### Governance Model

- **Executive Oversight:** Managing Director and Executive Team (CEO, CFO, CIO, GM Operations, HR, GM Sales) approve ESG policy, targets and budgets; review performance quarterly.
- **ESG & Risk Steering:** Cross-functional forum that sets annual ESG goals, reviews progress and risks, and oversees corrective actions.
- **Integrated Management System (IMS):** ISO 9001/14001/45001 certified framework for policy, process, and evidence.
- **Indigenous-Led Governance (SCSi):** Co-design and decision-making for community investment and Indigenous procurement to ensure cultural integrity and self-determination.
- **Assurance:** External ISO audits, internal audits, CAPA tracking, and annual management review.

## Ethics, Conduct & Compliance

- **Internal:**
  - EPIC Values and Code of Conduct guiding behaviour and decisions.
  - Conflict-of-Interest, Gifts & Hospitality, and Anti-Bribery & Corruption controls for staff and subcontractors.
  - Whistleblower channel with protections; timely, confidential investigation and Board visibility of themes.
- **Fair Work & Modern Awards:** Lawful employment practices, correct classification and payment, grievance resolution; subcontractor compliance monitored.
- **Privacy, Data & Cybersecurity:** Australian Privacy Act and NDB scheme alignment; layered controls (MFA, EDR, backup/restore discipline, AWS/M365 hardening) and tested business continuity/IT-DR.

## Responsible Procurement & Supply Chain

- **Indigenous Participation:** SCSi-guided procurement with prioritisation of Indigenous-owned suppliers and supplier development.
- **Ethical Sourcing:** Supplier pre-qualification (insurances, licences, safety, labour standards) and use of third-party platforms where relevant (e.g., Sedex/EcoVadis).
- **Sustainable Products:** Preference for low-impact, green-label consumables and circular solutions.



## Transparency, Measurement & Reporting

- **ESG Objectives:** Approved annually and tracked via dashboards; exceptions escalated with corrective actions and timelines.
- **CSR Investment:** \$350,000 per annum across seven community partners and many purpose-driven initiatives, with a target of ≥ 50% workforce participation in CSR initiatives, plus case-study outcomes each year.
- **Disclosure:** Quarterly internal reporting to the Executive/Board and an annual public ESG/CSR update.

## Governance KPI Scorecard

Domain	Measure	Target
ISO Certifications	9001/14001/45001 status	Certifications maintained; 0 major NCs
Policy Compliance	Code of Conduct acknowledgements	100% annually
Whistleblower & Misconduct	Cases triaged and closed	100% within SLA
Supplier Governance	Critical suppliers pre-qualified	100% with labour & safety clauses
Indigenous Procurement	Spend & supplier development	Annual plan with stretch targets
Privacy & Cyber	NDB compliance; DR tests	Zero (0) reportable non-compliance; DR tests completed
ESG Reporting	Executive/Board updates	Quarterly plus annual public summary

## RACI Snapshot (Governance)

Activity	MD	CEO	CFO	CIO	GM Ops	HR/WHS	SCSi Lead	Comms/BD
ESG strategy & targets	A	R	C	C	C	C	C	C
ISO certifications & IMS	A	C	C	C	R	R	C	I
OHS performance governance	A	C	C	I	R	R	I	I
CSR investment governance	A	C	C	I	I	I	R	R
Indigenous procurement	A	C	I	I	C	I	R	C
Privacy & BCP/IT-DR	A	I	I	R	I	I	I	I
ESG/CSR reporting	A	C	C	C	C	C	C	R

Legend: A = Accountable, R = Responsible, C = Consulted, I = Informed.

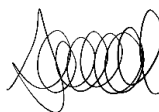
## Review and Continuous Improvement

This framework is reviewed annually for relevance, effectiveness, and alignment with organisational objectives, stakeholder expectations, and evolving standards. Feedback from staff, partners, and communities informs continuous improvement. Material changes to risk, law, or strategy trigger an off-cycle review.

Approved by



**Nicholas Pastras**  
Managing Director SCS Group  
Co-Founder, & Director SCS Indigenous (SCSi)



**Scott McCartney**  
Co-Founder, & Director  
SCS Indigenous (SCSi)