



Sustainability Policy 4-46

1. Introduction

Lexel Systems Limited (Lexel) views sustainability as a process of ensuring the wise use and management of all resources within a framework in which environmental, social, cultural, and economic wellbeing are integrated and balanced. For us, it means meeting the needs of today without adversely impacting on the needs of future generations. We recognise that sustainability is a local, regional, national, and global responsibility.

Lexel makes decisions by assessing short and long term financial and non-financial risks. Decisions will recognise the interconnectedness of environmental, social, cultural, and economic wellbeing and will aim to produce multiple benefits. Lexel will meet its commitment to sustainability through the services it provides and in the way it operates as an organisation.

2. Objective

To embed a culture of sustainability into all areas of Lexel, by having an overarching policy to be given effect through Lexel decisions, strategies, plans and actions.

3. Scope

The purpose of the Sustainability Policy is to guide on:

- How Lexel, as a business, performs in terms of sustainability, e.g. internal resource efficiency.
- The decisions that Lexel makes, e.g. providing a sustainability compass or a lens through which all proposals can be viewed
- Enabling our community to be sustainable, e.g. addressing the present and future social, cultural, environmental, and economic well-being of our community

4. Context

Lexel recognises that all four well-beings, environmental, social, cultural, and economic well-being, must be considered and integrated when thinking about sustainability. It is also important to be aware of the fundamental relationships between these well-beings.

Environmental Sustainability

Environmental Sustainability is what jumps to mind when the word 'Sustainability' is used. It is concerned with all natural environments and ecosystems as these have crucial connections to us that we rely on. Its overarching goal is to ensure the needs of the population are sustained without risking those of future generations.

Social Sustainability

Social Sustainability has the goal of creating and proving social systems that make up the framework of the societies we live in. Here, we look at the bigger picture, using a global perspective to consider communities and cultures. Social Sustainability works to protect future generations by reminding us of the impact of our actions if we aren't considerate.

Cultural Sustainability

Cultural sustainability, as the name suggests, is focused on people and with a broad use of the term across New Zealand and the world. Anyone directly or indirectly involved is impacted in some way by the production of goods and provision of services. In this section, responsibility, capacity, and the development of skills are highlighted. These help support the operations and the sustainability positioning of the business, which in turn promotes the well-being of communities and society.

Economic Sustainability

Economic Sustainability refers to practices that support long-term economic growth, without impeding on the other sustainability pillars. This section is focused on the efficient use and pragmatic management of resources.

5. Aims

Lexel recognises that sustainability is a journey, not a destination. It is not a point that is reached, but a process of continual improvement, where society adapts and responds to changes over time, in a way that recognises the fundamental relationships of the four well-beings explained above.

Lexel will take responsibility for operating sustainably, balancing the business financial success alongside our sustainability goals. We are committed to protecting and safeguarding the natural environment and caring for our employees and communities by:

- Supporting our customers alongside our partners to migrate to sustainable IT operations and make use of sustainable options for end-of-life products
- Operating our business ethically and under our values
- Having a diverse and inclusive work environment at all levels of our organisation, yet also allowing the best candidate to be selected
- Supporting our communities by supporting a range of charities and developing our supplier diversity
- Supporting New Zealand's economy by continuing to grow and develop a sustainable business
- Assigning clear roles and responsibilities and allocating adequate resources and support to help our people achieve our sustainability objectives.

For more information, please visit our website at www.lexel.co.nz