



# KM Dass Sustainability Policy

## Purpose

This Sustainability Policy sets out our approach to understanding and managing our environmental, social and governance (ESG) risks and opportunities. It supports the delivery of our sustainability strategy and our vision - to empower sustainable and successful workplaces.

## Context

KM Dass is committed to helping New Zealand reach its potential over the long term and as a large supplier of services, KM Dass recognizes the role it can play in enabling sustainable, successful educational and workplace environments.

KM Dass’s 2025 sustainability strategy has three key aspirations supported by six goals:

<b><u>FOSTER A SAFE, HEALTHY AND INCLUSIVE SOCIETY</u></b> <ul style="list-style-type: none"><li>• Support health, safety, and wellness</li><li>• Promote inclusivity and equal opportunity.</li></ul>	<b>PROVIDE SOLUTIONS FOR A RAPIDLY CHANGING WORLD</b> <ul style="list-style-type: none"><li>• Provide flexible product and service solutions</li><li>• Empower the future of work.</li></ul>	<b>DRIVE A LOW CARBON CIRCULAR ECONOMY</b> <ul style="list-style-type: none"><li>• Improve the environment through our value chain.</li><li>• Support local solutions.</li></ul>
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Recognizing that achieving these goals meaningfully requires a collective effort, this policy is underpinned by KM Dass’s Responsible Supplier Code, which aims to support and improve the sustainability of KM Dass’s suppliers including more than 10 national suppliers across New Zealand. Specific targets and actions relating to each goal are set out within the KM Dass’s 2021-2025 Sustainability Strategy Action Plan.

## Scope

This Sustainability Policy covers all our locations and operations in New Zealand and applies to all KM Dass employees and contractors.



## Policy Detail

Foster a safe, healthy, and inclusive society. Our strong health and safety measures ensure our people, business, customers, and other stakeholders connected with them are protected and can operate with maximum continuity and minimal disruption. Our actions include:

- Our workplace health and safety activities covering all our employees, contractors, and subcontractors.
- and our wellbeing programme for employees
- Business continuity and emergency planning, covering our operations.
- Health and safety measures integrated to our Responsible Supplier Code, covering all our suppliers.
- We also recognize the important part we must play in supporting equality and in celebrating diversity.
- within our workplaces and communities. We do this through:
- Our employee diversity and inclusion programme
- Focusing our key community partnerships on education, which plays a vital part in the journey to
- enabling societal equality, financial inclusion, and a productive economy
- Including diversity, equality, and inclusion criteria in our Responsible Supplier Code.
- Provide solutions for a rapidly changing world.
- The future of work is ever changing, with greater flexibility and advancing technology evolving to facilitate where and how people work. KM Dass is committed to enabling our people and our customers to embrace this transition, to succeed in a changing world. We do this by:
- Giving our employees greater job flexibility, through our Smart Working Framework
- Providing relevant platforms for our customers to interact with us.
- Focusing on a seamless customer experience, delivering the right products as efficiently and quickly as possible
- Continuing to grow the broad spectrum of services to meet our customers' diverse needs.
- Providing information on the sustainability of our services, empowering our customers to
- choose cleaning products that support their sustainability goals.



## **Drive a low carbon, circular economy**

We recognize climate change is a major threat to our environment, economy, and wellbeing. It also presents opportunities for new products and services, technologies, and jobs. We believe our business has a part to play by:

- Monitoring, reducing, and reporting on our environmental footprint and Greenhouse gas emissions.
- Setting a target to reduce our Scope 1 and 2 Greenhouse gas emissions in line with the Science Based Target initiative (SBTi) of a 1.5-degree warming pathway.
- Supplementing the purchased electricity use with our own renewable solar power generation.
- Reducing the amount of plastics used in our services and reducing rubbish bags on site where possible
- Including environmental criteria in our Responsible Supplier Code.
- Integrating environmental considerations into future policy and process development with a view to
  - driving continual improvement through our activities
  - Donating old and unsaleable stock to our charity partners, providing a positive social impact, and
  - diverting product from landfill
- Complying with or exceeding all requirements of environmental legislation relevant to our operations.

## **Awareness and Advocacy**

We ensure that employees understand the importance of incorporating environmental considerations into

their daily business activities through the following activities:

- Understanding this Sustainability Policy and how they can support our Sustainability Strategy
- Providing access to training, tools, and templates as appropriate, for measuring and managing our sustainability impacts
- Creating and managing workplaces that reflect our commitment to sustainability.
- Reflecting our sustainability practices through the products and services we offer our customers
- Taking a collaborative approach to supporting our customers with their sustainability goals.



## **Governance**

This policy is endorsed by our Director and Sustainability Governance Group. Responsibility for governance and reporting of our sustainability performance rests with our director. Our management teams and Sustainability Governance Group have responsibility for the day-to-day management of our sustainability strategy.

This policy will be publicly available on the KM Dass web site and displayed in all premises and provided to all staff and contractors or agents working on behalf of KM Dass.

This policy will be reviewed annually.

**Soumik Mukherjee**

Director at KM Dass Cleaning Service Ltd, New Zealand