Social Sustainability Policy

A structured framework for inclusion, community value, local economic participation and long-term social responsibility.

FOCUS
Social Sustainability

SYSTEM
DMBUILD

DOCUMENT
Policy

Policy Commitment

DM Composites is committed to promoting social sustainability by advancing social inclusion, supporting vulnerable and disadvantaged groups, creating social value through our products and services, and strengthening the local economy. These commitments are embedded in our operations and business practices.

POLICY PILLARS

Social Inclusion

Diversity, equity and an inclusive workplace

Local Economy

Local suppliers, contractors and workforce development

Opportunity

Pathways for vulnerable and disadvantaged groups

Community

Partnerships, volunteering and social initiatives

Social Value

Accessible, safe and sustainable infrastructure

Introduction, Purpose and Scope

The policy connects DMBUILD business performance with community well-being and social equity.

INTRODUCTION

At DM Composites Pty Ltd, we recognize that our success as a business is deeply interconnected with the well-being of the communities in which we operate. We are committed to promoting social sustainability by addressing social inclusion, supporting vulnerable or disadvantaged groups, generating social value through our products and services, and contributing to the local economy.

Our Social Sustainability Policy outlines the steps and strategies we take to ensure that DM Composites is a socially responsible business that contributes positively to the broader community. Through this policy, we aim to enhance social equity, provide opportunities for marginalized groups, and support the economic resilience of the communities where we operate.

PURPOSE

- Promote social inclusion and diversity within our workforce and operations.
- Create opportunities for vulnerable and disadvantaged individuals, enabling them to participate in our business activities and benefit from economic growth.
- Ensure that our products and services generate social value, enhancing the quality of life for individuals and communities.
- Support the local economy by prioritizing local suppliers, contractors, and employees wherever possible.
- Build long-term relationships with community organizations and contribute to initiatives that address social issues.

SCOPE

- All employees and contractors of DM Composites Pty Ltd.
- Suppliers and partners involved in the design, production, and installation of FRP solutions.
- The communities in which we operate, including local businesses and social organizations.

Social Inclusion Framework

DMBUILD uses a connected approach that links fair employment, community opportunity and measurable social value.

POLICIES AND PRACTICES FOR ADDRESSING SOCIAL INCLUSION

DM Composites is committed to fostering an inclusive and diverse work environment. We believe that creating opportunities for individuals from all backgrounds not only enriches our workforce but also strengthens our business and contributes to social equity.

SOCIAL SUSTAINABILITY PATHWAY

1	**Inclusive Employment**	Equal opportunity and anti-discrimination
2	**Targeted Opportunity**	Training, mentoring and fair benefits
3	**Community Participation**	Social enterprises, volunteering and local hiring
4	**Social Value**	Accessible, safe and sustainable infrastructure
5	**Local Prosperity**	Local supply chain and workforce development

Equal Employment Opportunities

Creating a workplace where access to employment is based on fairness, inclusion and capability.

EQUAL ACCESS TO EMPLOYMENT

We strive to create a workplace where all individuals have equal access to employment, regardless of their background, gender, ethnicity, disability, or socioeconomic status.

Anti-Discrimination Policy

DM Composites strictly enforces a zero-tolerance policy for discrimination or harassment based on race, gender, age, religion, disability, or any other characteristic. We actively promote diversity and inclusivity in recruitment, hiring, and retention practices.

Diverse Recruitment Initiatives

Our recruitment strategy actively seeks to hire individuals from underrepresented groups, including women, Aboriginal and Torres Strait Islander people, individuals with disabilities, and those from disadvantaged socioeconomic backgrounds. We engage with local community organizations and job training programs to connect with diverse talent.

Inclusive Work Environment

We foster an inclusive culture by offering ongoing diversity training and supporting initiatives that celebrate cultural differences. This includes recognizing and accommodating cultural practices, offering flexible working arrangements, and ensuring our workplace is accessible for employees with disabilities.

Supporting Vulnerable and Disadvantaged Groups

Targeted initiatives are used to reduce barriers to employment, development and financial stability.

COMMITMENT

DM Composites is dedicated to providing opportunities for individuals who are marginalized or disadvantaged. We understand that certain groups face systemic barriers to employment and social inclusion, and we aim to address these challenges through targeted initiatives.

Training and Apprenticeship Programs

We partner with local vocational training institutions and community organizations to offer apprenticeships and job training programs for disadvantaged individuals. These programs provide participants with the skills and experience needed to secure meaningful employment in the construction and composites industry.

Mentoring and Career Development

Employees from vulnerable backgrounds are offered mentorship opportunities to help them grow within the company. Through mentorship, they receive guidance, career advice, and the support needed to overcome challenges and achieve their full potential.

Fair Wages and Benefits

DM Composites is committed to paying fair wages that exceed the minimum wage requirements. We provide all employees with benefits such as paid leave, superannuation, and access to wellness programs. This ensures that even our most vulnerable employees can achieve financial stability.

Community Engagement and Social Inclusion Programs

Partnerships and participation extend social sustainability beyond the workplace.

COMMUNITY ENGAGEMENT

We recognize the importance of engaging with the communities where we operate and supporting social inclusion on a broader scale. To do this, we actively collaborate with local community organizations and charities to deliver programs that address social inequalities.

Partnerships with Social Enterprises

We are planning to work with social enterprises that focus on providing employment opportunities to disadvantaged groups. By integrating these organizations into our supply chain, we can help create sustainable livelihoods for individuals who may otherwise face barriers to employment.

Volunteerism and Community Service

DM Composites encourages employees to participate in community service and volunteer initiatives. We offer paid volunteer leave, allowing employees to support local charities, participate in environmental clean-up activities, and contribute to social causes that align with our values.

Local Hiring and Skills Development

Wherever possible, we prioritize hiring employees from the local communities in which we operate. By doing so, we help build local employment capacity and support the development of skills that can benefit the community in the long term.

Products and Services that Generate Social Value

FRP infrastructure can improve accessibility, environmental outcomes and quality of life across communities.

SOCIAL VALUE THROUGH INFRASTRUCTURE

As a company that provides FRP products and solutions, DM Composites is in a unique position to generate social value through the infrastructure we help create. Our products are designed to improve the quality of life for individuals and communities by enhancing the safety, accessibility, and sustainability of public infrastructure.

1. Infrastructure that Promotes Accessibility

DM Composites is committed to designing and delivering products that improve accessibility for all members of the community, including those with disabilities and mobility challenges. Our FRP solutions, such as ramps, staircases, and walkways, are engineered to meet stringent accessibility standards such as AS 1428. This ensures that public spaces, parks, and industrial facilities are safe and accessible to everyone, regardless of physical ability.

2. Environmentally Sustainable Solutions

Our focus on using Fiber Reinforced Polymer (FRP) products directly supports social sustainability by contributing to environmental protection and resource conservation. The use of FRP materials reduces the demand for traditional, energy-intensive materials like steel, timber, aluminium and concrete, leading to a lower carbon footprint. As a result, communities benefit from cleaner, more sustainable infrastructure that supports long-term environmental health.

Social Value Through Safe and Resilient Infrastructure

Long service life, public safety and better community assets form part of DMBUILD's social value proposition.

SAFETY, DURABILITY AND PUBLIC SPACE

3. Safety and Durability of Infrastructure

The safety and durability of public infrastructure have a profound impact on social well-being. Our FRP products are designed to be corrosion-resistant, lightweight, and long-lasting, reducing the need for frequent maintenance and minimizing risks to public safety. This benefits local governments and industrial operators by lowering maintenance costs and ensures that communities can enjoy safe, resilient infrastructure for decades to come.

4. Enhancing Public Spaces and Community Assets

We contribute to the enhancement of public spaces through the installation of aesthetically pleasing, low-maintenance infrastructure such as boardwalks, pedestrian bridges, and observation decks. These structures provide functional value and contribute to the social fabric of the community by creating spaces where people can gather, recreate, and enjoy the natural environment.

COMMUNITY OUTCOME

Accessible, durable and low-maintenance infrastructure can support safer movement, stronger community connection and more inclusive use of public spaces.

Supporting the Local Community

Local procurement and workforce development strengthen economic resilience in the regions where DMBUILD operates.

LOCAL ECONOMY COMMITMENT

DM Composites recognizes that the long-term sustainability of our business is closely linked to the prosperity of the local economy. By actively supporting local suppliers, contractors, and workers, we help stimulate economic growth and create a positive social impact in the regions where we operate.

1. PRIORITIZING LOCAL SUPPLIERS AND CONTRACTORS

Stimulate Local Job Creation

Working with local businesses contributes to job creation, strengthens supplier relationships and supports the local economy.

Reduce Environmental Impact

Sourcing materials locally helps reduce transportation-related emissions and supports broader sustainability goals.

Build Supply Chain Resilience

Supporting local suppliers strengthens a more resilient and self-sufficient supply chain that is less vulnerable to global disruption.

2. INVESTING IN LOCAL WORKFORCE DEVELOPMENT

We invest in training and development opportunities for local workers, including apprenticeships, internships, and job training programs that equip individuals with the skills needed to thrive in the composites and construction industries. By fostering local talent, we help build a skilled workforce that can support both our business and the broader community.

Partnerships and Community Initiatives

Collaboration with local businesses, social enterprises and community organisations supports long-term social value.

3. PARTNERING WITH LOCAL BUSINESSES AND SOCIAL ENTERPRISES

We actively seek to partner with local businesses and social enterprises that share our commitment to sustainability and social responsibility.

Drive Innovation

By collaborating with innovative local businesses, we can develop new products and solutions that meet the evolving needs of our customers and the community.

Strengthen Community Ties

Partnerships with local organizations help us understand local social and economic challenges and tailor our business practices to better support community needs.

4. SUPPORTING LOCAL COMMUNITY INITIATIVES

DM Composites is planning to support local community initiatives that align with our social sustainability values, including financial sponsorships, in-kind donations, and volunteer support.

Education and Skills Development

We support local schools, vocational training programs, and community education initiatives that help individuals develop skills and improve their employment prospects.

Social Welfare Programs

We contribute to charities and community organizations that provide essential services to vulnerable populations, including food banks, housing assistance, and mental health services.

Monitoring, Evaluation and Policy Commitment

DMBUILD tracks social sustainability performance, seeks stakeholder feedback and uses continuous improvement to strengthen outcomes.

MONITORING AND EVALUATION

To ensure the effectiveness of our Social Sustainability Policy, DM Composites has implemented a robust monitoring and evaluation process.

Regular Reporting

We track and report on our social sustainability initiatives, including the number of jobs created for disadvantaged individuals, the percentage of local suppliers used, and the social value generated by our products and services.

Stakeholder Engagement

We engage with community stakeholders to receive feedback on our social sustainability efforts and identify areas for improvement.

Continuous Improvement

We are committed to continuously improving our social sustainability practices by incorporating feedback, learning from best practices, and adapting to changing community needs.

POLICY COMMITMENT

DM Composites Pty Ltd is committed to promoting social sustainability through inclusive policies, products that generate social value, and active support of the local economy. By fostering social inclusion, creating opportunities for vulnerable groups, and prioritizing local suppliers and employees, we contribute to the long-term well-being and prosperity of the communities we serve. Social sustainability is not just a policy at DM Composites - it is a core value that drives every aspect of our business.