

CORPORATE SOCIAL RESPONSIBILITY POLICY

May 2023

At **Lumineye Pty Ltd**, we hold ourselves accountable to a higher standard. We recognise our profound impact on society and are committed to actively contributing to the well-being of all stakeholders. We are strong in our dedication towards corporate social responsibility, embracing a caring approach that resonates with what is relevant this year in 2023.

Creating a Safe and Enriching Workplace We wholeheartedly believe that a workplace should be more than just a collection of employees; it should be a safe haven, a nurturing environment where individuals thrive. In 2023, we prioritise the physical and emotional well-being of our workforce, constantly improving safety procedures and programs to ensure their utmost security. At Lumineye, we cultivate a culture of respect, where the rights, needs, and unique contributions of each employee are cherished.

Business Performance and Risk Management In the rapidly changing landscape of 2023, we understand that achieving sustainable business success requires a holistic approach. We strive for excellence in our performance while effectively managing and mitigating risks. Our commitment extends beyond profit margins, we are dedicated to upholding the highest standards of corporate citizenship.

Customer Satisfaction In an era where customer expectations are evolving, we place great importance on customer satisfaction. We actively listen to our customers and are committed to resolving their concerns in accordance with our published standards of service. Through our dedication and commitment to excellence, we aim to deliver exceptional experiences and forge enduring relationships.

Equal Opportunities and Employee Well-being Diversity and inclusivity are central to our values as we nurture a workplace that celebrates the unique perspectives and backgrounds of our employees. We embrace an equal opportunities policy, offering clear and fair terms of employment to all present and potential future employees. Moreover, we invest in their continual development, providing resources that empower them to grow both personally and professionally. At Lumineye, we believe that fostering employee well-being is the cornerstone of a harmonious work environment.

Healthy and Safe Environment: We place great emphasis on maintaining a clean, healthy and safe working environment. Our commitment extends beyond legal requirements; we strive to create workplaces that promote the physical and mental well-being of our employees. By providing a safe and nurturing atmosphere, we empower our workforce to reach their full potential.

Fair and Honest Relationships We believe that genuine partnerships are built on a foundation of honesty, fairness and trust. In all our relationships; with employees, customers, suppliers and other stakeholders; we uphold these values. Our contracts are transparent, clearly outlining the agreed-upon terms, conditions and the basis of our relationships. We are resolute in our commitment to conducting business with integrity, safeguarding against any form of unfair practices.

In embracing these principles, Lumineye seeks to redefine what it means to be a responsible corporate citizen. Our commitment to corporate social responsibility is not merely a checklist, it is a dedication to creating a brighter future for all. As we navigate the complexities of 2023 and beyond, we are guided by compassion, empathy and a shared vision of a better world.

Victor Arutjunow

CEO