

2018
**CORPORATE
RESPONSIBILITY
REPORT**



ABOUT KINGFIELD GALVANIZING

For over 30 years Kingfield Galvanizing has Hot Dip Galvanized (HDG) steel components for engineering, construction and infrastructure projects throughout Australia. Following 30 years of traditional hot dip galvanizing, the Kingfield plant required major refurbishment works to modernise equipment and improve throughput for our growing customer base.

The business is family owned, with roots in the local community and major shareholders were keen to invest in the long-term future of Australia's galvanizing industry. Kingfield invested \$20 million in plant modernisation to deliver a commercially viable Australian benchmark for the future of galvanizing, incorporating global best practice and sustainable galvanizing options.



Kingfield at a glance

Australian owned and operated family business

Founded in 1983

Employees approximately 40 staff

Built Australia's first state-of-the-art Hot Dip Galvanizing facility

In 2017 Kingfield's plant had the lowest emissions of any HDG plant in the southern hemisphere

At Kingfield Galvanizing we are committed to creating a sustainable and commercially viable galvanizing industry in Australia. We take action to inspire and unite our employees with our customers, and our business with our community. Our commitment is to hot dip galvanize steel in a more sustainable manner; to reduce waste, re-use resources and minimise emissions. Through our business practices and our alignment with Green Star and ISCA sustainability rating tools for commercial construction and infrastructure development, we are inspired to contribute sustainably to Australia's built environment.



Focusing on what matters most

Kingfield Galvanizing organizes our corporate responsibility efforts into three pillars. These are our priority issues; they are essential to our business success and are significant to our stakeholders.

Our People

Talent, Culture, Diversity, Workplace Safety

Community Shared values

Customer Satisfaction, Community Commitment, Stakeholder Engagement

Environment

Reduction & Re-use of Resources, Stewardship, Human Rights, Future Growth

MESSAGE FROM OUR CEO



At Kingfield Galvanizing we often comment on how easy it is to recite a mission statement or apply words to values, but how difficult it is to actually 'live and breathe' the experience. As impressive as the first 30 years had been at Kingfield Galvanizing, our major Shareholders and Board of Directors were keen to build on that story and secure the future for the business and its staff. A sustainable future. From a very clear understanding of why Kingfield Galvanizing had been successful for over 30 years and with research and analysis into what is currently world's best practice and what the future looks like, a clear vision for our sustained relevance has evolved. It is a future based on an uncompromised commitment to Our People, Our Community and Our Environment.

It is too easy to simply state that our People are our biggest asset. Every minute of every day we need to demonstrate our commitment to them not only as employees, but significant contributors to our community. We understand their diverse backgrounds and what it means to them to be part of the Kingfield Galvanizing family. We create an environment that is welcoming and safe and we are continuously improving systems and processes that enable them to fulfil their roles to the best of their abilities. We invest in their development, health and well-being and we celebrate both their individual and team successes. To date, the majority of our focus has been on our own internal community and through our team, we now need to expand that influence and footprint to the broader community.

For many years hot dip galvanizing has been characterised as a dirty process with potentially significant harmful impacts on the environment. While we operated successfully in such an environment, we honestly believed our impact was minimal. However, the degradation of our facility and the cost of maintaining same confirmed that a new approach was required. Our investment in automated materials handling, enclosed pre-treatment, rainwater harvesting, heat regeneration and other efficiencies has enabled us to truly promote a sustainable future. Our use of energy, water and chemicals and our creation of waste have all reduced and we have confirmation from customers and suppliers alike that we have had a positive impact on their own sustainability. Most importantly, the appropriate governing authorities acknowledge that we have created an environment that is safe and with virtually zero risk of any harm to the environment.

Kingfield Galvanizing grew from a small operation in Epping to ownership of plants throughout the country and in New Zealand. The owners and operators quickly became known as leaders in plant design and operation, consulting on many projects throughout South East Asia. The move towards a new and sustainable future has not been an easy concept for the HDG industry to embrace and Kingfield Galvanizing has once again led the industry in this space. We are very proud of what has been recently achieved, but it is only the beginning of a very exciting future we have created for ourselves. We look forward to sharing our journey with those truly committed to a sustainable future.

Steve Laussen
CEO

OUR PEOPLE

*Talent, Culture, Diversity,
Workplace Safety*



Kingfield Galvanizing employees are committed to our vision of a sustainable Australian Hot Dip Galvanizing (HDG) industry. Our focus is on process innovation, and through cross-functional teams we utilise our diverse range of talents to implement incremental, positive change in our systems.

This enables Kingfield to lead our industry through continuous improvement in technology and sustainability.

OUR PEOPLE

Kingfield Galvanizing employees are committed to our vision of delivering a commercially viable Australian benchmark for the future of galvanizing. Our people & their interaction with our customers, community & stakeholders are the engine of our success.

INNOVATING FOR THE FUTURE

Kingfield is well positioned to identify strategic opportunities that leverage our technological leadership. Our focus on innovation & sustainability will drive growth in the infrastructure & commercial construction markets.

OBJECTIVE

To develop & maintain a skilled, diverse and talented workplace.

Cultivate high levels of engagement & retention through a Change Leadership program. This will assist staff to navigate change and embrace continuous improvement while providing opportunities for personal & professional growth.

GOAL: Introduce a Leadership program that encourages our people to embrace change, offer their voice and contribute to continuous improvement initiatives. This program will incorporate aspects of Green Building Council of Australia's WELL Building Standard to encourage health and wellbeing, which we believe will also encourage new leadership behaviours throughout our organisation.

FY2018/19 PROGRESS: A series of "100-Day" projects are underway, covering logistics, work/process flow and supply chain sales opportunities. Lateral thinking and a solutions approach is encouraged using cross-departmental teams.

COMMUNITY SHARED VALUES

Customer Satisfaction, Community Commitment, Stakeholder Engagement



Our business culture is one of inclusion; we encourage employee health and wellbeing, respect their privacy and support freedom of expression. We maintain responsible business practices to achieve mutually beneficial relationships with our customers and stakeholders. And as a family owned business, we are committed to giving back to our community via financial and volunteer programs.

OUR COMMUNITY VALUES

The Kingfield Experience is designed to enhance our customer experience & build business relationships based on shared values.

Kingfield Galvanizing is committed to the wellbeing of all stakeholders and believes in giving back to the communities in which we live and work.

PHILANTHROPY

Our volunteer & social programs are centred around Australia's predominantly coastal lifestyle. This fits well with the product attributes of galvanizing; providing corrosion resistance to lower the total lifecycle costs of construction & infrastructure projects.

OBJECTIVE

To certify Kingfield products under the Product Health Declaration system that recognises products that are safe for human health and ecosystems.

To develop & maintain both financial and hands-on programs in our local community. These will include employee volunteer initiatives and philanthropic programs. The goal is to build a strong culture of 'giving back' that will further encourage collaborative skills within our teams.

GOAL: To achieve Global GreenTag® Product Health Declaration (PhD) for Kingfield Galvanizing products. This certificate substantiates claims that our product supports user and occupant health and wellbeing.

To establish a 2018-19 social program that gives back to our local community. This program will align with Kingfield's cultural values and with our product's attributes of delivering corrosion protection to steel assets.

FY2018/19 PROGRESS: We are currently working with Global Green Tag to submit the evidence required for GreenTag PhD™ certification.

We have identified re-vegetation of coastal habitats and local Surf Life Saving initiatives as programs that align with Kingfield's business values. Our next step is to facilitate employee engagement in shaping the nature of Kingfield's contribution to these programs.

ENVIRONMENT

*Reduction & Re-use of Resources,
Stewardship, Human Rights, Future Growth*



Kingfield has invested both financially and culturally in developing Australia's first sustainable Hot Dip Galvanizing (HDG) plant. While automation contributes to improved workplace safety and high-quality products, best-practice technology and process innovation delivers a range of environmental benefits; including the lowest emissions of any HDG plant in the southern hemisphere. We are committed to incremental and sustainable improvement to continue to reduce the impact of business operations on our environment.

OUR RESOURCES

Kingfield Galvanizing is committed to minimising the impact of our business activities on the environment.

All employees are responsible for operating within our environmental policies and guidelines. And our Board of Directors is accountable for Kingfield's overall environmental performance.

STEWARDSHIP

Our Environmental Management System reports annually on Kingfield's achievements in reducing resource use, implementing energy efficiency initiatives, re-using and recycling waste. We report emissions annually to the National Pollutant Inventory.

Kingfield Galvanizing pledged to Sustainability Victoria's Take2 initiative and are committed to help Victoria achieve zero nett emission by 2050.

OBJECTIVE

To achieve annual targets that will further minimise the environmental impact of our operating practices in accordance with our Take2 pledge.

To create a culture of continuous environmental improvement via training, measurement, transparency and inclusion at all levels, to drive the creation of new sustainability initiatives.

GOAL: Develop our Take2 pledge into a 5-year plan to reduce resource use, minimise emissions, re-use or recycle more waste & support local employment.

FY2018/19 PROGRESS: Kingfield has introduced an Environmental Management System with annual targets across a range of business processes. Reporting will commence FY18.

CORPORATE GOVERNANCE

A transparent and accountable approach to business



Kingfield Galvanizing uses a quadruple bottom line approach to corporate governance. We view sustainable prosperity as a persistent commitment to innovation in products, processes and business systems. We are committed to respecting and upholding human rights both within our business and across our supply chain and implement principles from ISO20400 to do so. Our people will continue to adapt and innovate for continuous improvement in resource use, cost control and minimising environmental impacts to create a benchmark for a sustainable Hot Dip Galvanizing future in Australia.

COMMITMENT TO CORPORATE GOVERNANCE

At Kingfield Galvanizing we are committed to maintaining the highest standard of corporate governance; to a transparent and accountable approach to business, across all areas of our workplace. We are dedicated to conducting business in compliance with applicable laws and with the highest standards of personal and business integrity. These standards are defined in our employee code of conduct and apply to all Kingfield Galvanizing staff.

Steve Laussen
CEO



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