

2019/20 CORPORATE RESPONSIBILITY REPORT



KINGFIELD
GALVANIZING

Australia's first sustainable hot dip galvanizing plant

ABOUT KINGFIELD GALVANIZING

For over 35 years Kingfield Galvanizing has Hot Dip Galvanized (HDG) steel components for manufacturing, construction and infrastructure projects throughout Australia. Following 30 years of traditional hot dip galvanizing, Kingfield invested over \$20 million to develop a state-of-the-art facility that is the Australian benchmark for the future of galvanizing.

The plant incorporates global best practice and sustainable operating practices. Kingfield is the first Hot Dip Galvanizer in Australia to achieve an Environmental Product Declaration and a Product Health Declaration for Kingfield galvanized steel. The combination of our EPD and environmentally responsible operating practices enable Kingfield to contribute to Points on Green Star and IS Rated projects.



Kingfield at a glance

Australian owned and operated family business

Founded in 1983

Employees over 40 staff

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

Kingfield is Australia's first galvanizer to achieve an Environmental Product Declaration for HDG



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, Stakeholder Engagement, Community Commitment, Customer Satisfaction

Environment

Reduce & Re-use Resources, Recycling, Stewardship, Human Rights, Future Growth

Innovation

Continuous Improvement, Workplace Innovation, Software, Systems & Process Improvement Programs

MESSAGE FROM OUR CEO



At Kingfield Galvanizing we often comment on how easy it is to recite a mission statement, 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 foundation and secure the future for the business and our staff. A sustainable future. With a very clear understanding of why Kingfield Galvanizing had been successful over 30 years and with research into world's best practice HDG, a clear vision for a sustainable future has evolved. It is a future based on an uncompromised commitment to Innovation, Our People and Our Environment.

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 commit to a sustainable future. Through our commitment to innovation, our energy, water and chemical use and our waste generation have all reduced. Our focus on sustainability extends to our supply chain partners and stakeholders, with a commitment to transparency, health and wellbeing.

Our people are our biggest asset, and every day we need to demonstrate our commitment to them not only as employees, but as 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 invest in their development, health and well-being and we celebrate both their individual and team successes. We expand this focus to our broader business community, to create an environment that is welcoming and safe, with continuously improving systems and processes to deliver the Kingfield quality experience both internally and to our customer base.

The move towards a new and sustainable future has not been an easy concept for the HDG industry to embrace and Kingfield Galvanizing has led the industry in this space. We are proud of what has been 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.

A handwritten signature in black ink that reads "S. P. Laussen". The signature is fluid and cursive.

Steve Laussen
CEO

OUR PEOPLE

Talent, Culture, Diversity, Workplace Safety, Stakeholder Engagement, Community Commitment, Customer Satisfaction



Kingfield Galvanizing employees are committed to our vision for innovation and continuous improvement to lower the environmental impact of our business operations and deliver the Kingfield experience to our customers. We utilise the diverse talents of our production and administrative team to implement incremental, positive change through our Environmental Management System. As a family owned business, we maintain responsible business practices with our employees, customers and supply chain partners, implementing ISO20400 principals for sustainable procurement.

OUR PEOPLE

Kingfield Galvanizing employees are committed to our vision of delivering a commercially viable Australian benchmark for the future of galvanizing. Our commitment to sustainability & innovation is the cornerstone of our interactions with our customers, community, stakeholders and supply chain partners.

VISION FOR THE FUTURE

Kingfield is well positioned to identify strategic opportunities that leverage our technological leadership. Our focus on innovation & sustainability will drive growth via the Green Star & IS Rating Tools in the infrastructure sector, commercial construction and residential communities.

OBJECTIVE

Cultivate high levels of engagement & retention in our diverse workforce, through a shared vision of continuous improvement and sustainability leadership.
Continue to educate our community and customers about Sustainability and reducing environmental impacts.

GOAL: Introduce a sustainability training program across the business to educate all divisions of our business on the four pillars of sustainability and how they impact Kingfield Galvanizing. We believe this will encourage further innovation as new ideas are generated to lower the environmental impact of the hot dip galvanizing process.

FY2018/19 ACHIEVEMENTS: The series of “100-Day” projects run throughout the business resulted in the introduction of MYOSH software as a vehicle for improved health and safety reporting and the implementation of improved processes for site inductions and staff training on safety and environmental practices.

INNOVATION

Continuous Improvement, Workplace Innovation, Software, Systems & Process Improvement Programs



Our business culture is one of inclusion; we encourage all employees to innovate for continuous improvement in our workplace. We utilise technology, systems and process innovation to achieve incremental positive changes throughout our business. And are committed to continuing to lead our industry to a more sustainable future for HDG.

INNOVATION FOCUS

Kingfield is committed to continuous innovation to further reduce the impact of HDG processes on our environment. All divisions are focused on innovation; whether that is large-scale technological advancements or incremental process improvements that increase product quality, performance or wellbeing.

CONTINUOUS IMPROVEMENT

Our people, software, systems and processes are focused on continuous improvement to reduce materials used and waste generated, to re-use by-products of the HDG process and recycle resources where possible. These targets are detailed in our current EMS.

OBJECTIVE

To introduce further initiatives to reduce our use of resources, optimise energy efficiencies, reduce emissions and minimise the waste outputs of our HDG operations.

GOAL: To implement a range of initiatives outlined in our 2019-20 EMS to minimise materials used, optimise performance, reduce packaging and waste, and reduce energy consumption across the plant.

FY2018/19 ACHIEVEMENTS: Kingfield is the first HDG business in Australia to achieve a platinum rating certification for our Product Health Declaration (PhD), conducted by Global GreenTag®. This certificate fully discloses, with 100% transparency the toxicity information of Kingfield galvanizing and substantiates claims that our product supports user and occupant health and wellbeing.

ENVIRONMENT

Reduce & Re-use Resources, Recycling, Stewardship, Human Rights, Future Growth



Kingfield has invested both financially and culturally in developing Australia's first sustainable Hot Dip Galvanizing (HDG) plant. Plant automation contributes to improved workplace safety and high-quality products, while best-practice technology and process innovation delivers a range of environmental benefits; including a low emissions plant, recycling, reducing and re-using resources. We are committed to continuous incremental, sustainable improvements in our processes to reduce the environmental impact of our business operations.

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, minimising emissions, re-using and recycling waste. We report annually to the National Pollutant Inventory and have pledged to Sustainability Victoria's Take2 initiative; committed to Victoria's 2050 zero-net emissions target.

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 and EMS initiatives to further to reduce resource use, minimise emissions and re-use or recycle more waste generated by the HDG process. To utilise these initiatives and our current operating practices to achieve an EN15804 compliant Environmental Product Declaration.

FY2018/19 ACHIEVEMENTS: Kingfield is the first hot dip galvanizer in Australia to achieve an ISO14025 compliant product EPD based on the environmental performance of our plant. Kingfield can now contribute to points for Green Star rated projects.

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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