

COMPANY COMMITMENT CHARTER

OUR COMMITMENT AS A GLOBAL CORPORATE CITIZEN



SCHLAM 

WE ARE
ACCOUNTABLE
TO EVERYONE
WHO RELIES ON US



EXECUTIVE SUMMARY

As we continue our remarkable growth journey, Schlamm recognises the importance of adopting a responsible global mindset, one that reaches across all parts of our business.

Our Company Commitment Charter is the foundation that guides us as we continue to deliver exceptional value to our customers, nurture rewarding careers for our people, and contribute strongly to the communities in which we live and work.

Aligned with our ideology, and focused on innovation, our Company Commitment is built on seven core pillars, that collectively form the essence of who we are, and what we stand for, as an organisation.

We work closely with our partners, our suppliers, our people and our communities to make a positive impact on the world around us.

Together, we can be the pioneers of change and set the standard in every facet of our business operations.

DAVID HASLETT



**EXECUTIVE CHAIR & GROUP CEO
SCHLAMM GROUP**



WHAT WE DO

WE MAKE MINING EQUIPMENT
MORE PRODUCTIVE

WHY WE MATTER

WE SOLVE CUSTOMERS'
PROBLEMS

OUR PURPOSE

ENSURING THE
CUSTOMER
EXPERIENCE IS
EXCEPTIONAL

HOW WE GET THERE

EVERYONE GOES HOME
DO WHAT'S RIGHT, NOT WHAT'S EASY
STRONGER TOGETHER
KEEP IT SIMPLE
WALK IN THEIR SHOES
THINK DIFFERENT

WHERE WE WANT TO BE

AT EVERY MINE IN THE WORLD



ENSURING OUR CUSTOMER EXPERIENCE IS EXCEPTIONAL

We exceed our customers' expectations, through customised product design, technology, manufacturing and on-site technical servicing.

We make our customers' equipment more productive and less carbon-intensive.

We think differently and provide innovative solutions.



KEY AREAS OF IMPROVEMENT

Upgrade our product engineering capability to be highly effective and sustainable within three years.

Expand our manufacturing and sourcing capability to meet our growing customer demand.

Provide a complete product lifecycle management solution to include digital tools, site services, spare parts, and site technical servicing.

WHERE WE WANT TO BE

Be acknowledged as the global leader in innovative product engineering within our total addressable market.

Join the wider mining community as a respected METS partner, regarded and respected in the APAC and Americas regions.

Be regarded as a low-carbon supplier of products and services within the METS sector.

BUILDING BETTER CAREERS THROUGH TECHNOLOGY

Our innovative digital, communications and manufacturing technology helps us to simplify and enrich our work, enabling us to focus on our customers.

By continually upskilling ourselves, we provide you with the best talent in the industry.



KEY AREAS OF IMPROVEMENT

To help us achieve our growth objectives, we will actively attract, recruit, and retain a highly skilled and highly capable team.

Create alliances with educational, vocational and community organisations to help develop our skill set across our business.

Continually strive to make our team members' work easier with the use of technology.

WHERE WE WANT TO BE

We will be recognised as a technological leader in the METS space, and one that offers career opportunities for its team members.

We will have a global team that uses technology to share ideas and develop each other.

Establish ourselves as a people-centric employer who provides an environment for people to thrive.

CHAMPIONING INTEGRITY & ETHICS WITH OUR SUPPLIERS

We truly value our suppliers, who share in our commitment to ethical sourcing.

We engage our suppliers as partners, determined that their engagement with us is both beneficial and rewarding.

Large and small, we are committed to each other's success.



KEY AREAS OF IMPROVEMENT

Develop a procurement improvement plan to assist in identifying, appointing, and developing key suppliers of goods and services, which includes steel, travel, recruitment, property, and transport.

As we extend our global reach, we will ensure that we comply with local supply laws and principles and continue to partner with ethical suppliers in the communities we operate.

Enhance our strategic supply chain leadership capability.

WHERE WE WANT TO BE

We will be regarded as an ethical supplier in our market segment, praised for balancing supply ethics with product quality.

Our relationship with key suppliers will lead to the creation of joint commercial opportunities that will ultimately benefit our company, our customers and the broader community.

Obtain relevant accreditation to ensure we comply with human rights standards, guidelines, and regulations to protect the rights and welfare of international workers.

INVESTING IN OUR TEAM MEMBERS

We engage our team members to help them achieve their goals and aspirations allowing them to contribute to the success of our business.

We remunerate fairly and we support each other with learning and development initiatives that help develop the skills required for our rapidly changing world.

We value diversity, dignity, integrity, and respect, and we remain humble at all times, ensuring we are a flexible, inclusive place to work.



KEY AREAS OF IMPROVEMENT

Continue to develop our expertise in People and Culture, to ensure that we attract, develop, and retain the people required to assist in achieving our growth objectives.

Extend our focus on diversity and inclusion by attracting people from all community cultures and abilities.

Share our journey with our team members and our customers and continue to celebrate the milestones we achieve.

WHERE WE WANT TO BE

Our commitment to diversity will enable us to enrich our team and therefore enhancing our high performance environment.

We will have a deeper engagement with our indigenous communities and team members in all the regions in which we operate.

The development of our Schlam Learning Academy will be a differentiator within the METS sector. Centred on a multi-platform system, learning and development will be convenient, accessible, and tailored to the needs of individuals.

SUPPORTING COMMUNITIES IN WHICH WE LIVE AND WORK

We foster healthy and happy communities everywhere that we have an influence.

We strive to grow together, encouraging our team members to take time to engage with the communities in which we all live and work and to bring their whole selves to work.

We especially foster and encourage the inclusion of Indigenous and First Nations people, and new members of the communities in which we operate.



KEY AREAS OF IMPROVEMENT

Identify and develop opportunities where we can make the greatest impact in the communities we serve.

Support the causes that are close to the hearts of our team members and their families.

Develop programmes to encourage the inclusion of Indigenous and First Nations people, and new members of the communities in which we operate.

WHERE WE WANT TO BE

We are acknowledged by our industry, and the community at large, for our smart approach to supporting our communities, forever challenging the norm to deliver meaningful and impactful results.

Our achievements in this area align with our mining customers' expectations.

As a global company, we recognise and support diversity and inclusion across our Team, and in the communities we serve.

TAKING GLOBAL CLIMATE RESPONSIBILITY

We join the commitments of those who rely on us, to achieve net zero emissions [Scope 1 and 2] by 2040.

Our focus is on reducing emissions across our entire operations and supply chain.

We will be an innovative leader in this race.



KEY AREAS OF IMPROVEMENT

Improve our carbon supply chain measurement and reporting and develop our 2030 emissions target.

Launch a low-carbon truck body product, including an upgrade of our Forreestfield manufacturing facility to 100% stored renewable solar electricity.

Introduce our first electric vehicle into our fleet.

WHERE WE WANT TO BE

Actively measure and understand our carbon emissions and report this data to relevant stakeholders.

Manufacture leading low-carbon truck bodies and buckets which are supplied to mining customers the world over.

Be regarded as a leading supplier of fleet maintenance services for alternative energy vehicles.

GENERATING LONG-TERM VALUE FOR STAKEHOLDERS

We are committed to good governance, transparency, effective engagement, and superior returns for our shareholders who, in turn, provide the capital that allows us to invest, innovate and grow.



KEY AREAS OF IMPROVEMENT

Develop our BOD to include independent and deep industry leadership experience, especially in the areas we need to grow.

Improve Leadership and their focus on ROCE.

We will employ significantly more capital as we grow and improve our ROCE measurement and performance.

WHERE WE WANT TO BE

We will deliver superior returns with EBITDA to Sales and ROCE to METS sector upper quartile levels.

Enterprise Value will be indexed above sector benchmarks.

Governance audits will be best in class.



GET IN TOUCH TODAY

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ABOUT SCHLAM

What we do at Schlam is make mining equipment more productive. How we do it is by solving the payload and maintenance challenges that keep mines from being better tomorrow than they were today. We started in 1996 as a problem-solving engineering business. Today, we provide payload solutions to mines on six continents and our maintenance people are high achievers in every discipline.

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