seekers

SUSTAINABILITY POLICY

Purpose.

This Sustainability Policy formalises our commitment to supporting the principles of human rights and environmental sustainability and recognises that a sustainable world is central to our lives and our work.

The aim of our Sustainability Policy is to:

- Implement sustainability actions within Seekers
- Monitor the sustainability actions and improvements internally
- Communicate sustainability initiatives internally and externally

Scope.

This policy and associated procedures apply to all directors, staff and contractors working for Seekers.

Policy.

Seekers respects human rights and our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent harm and degradation.

Seekers commits to the following principles and practices:

1. Respect for internationally recognised human rights, including:
   - UN Guiding Principles on Business and Human Rights;
   - The International Bill of Rights; and
   - The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

2. Monitoring and managing our sustainability performance and working towards targets set to reduce adverse impacts

3. Complying with relevant Australian Commonwealth, State and Local policy, practices, regulations and legislation, and industry-specific standards.

4. Reducing the consumption of natural resources in daily operations, including all materials used in spectacle manufacturing, water, paper and energy.

5. Supplying mastercrafted spectacle frames constructed from high quality materials that are durable, can be repaired easily and can be re-lensed when a client's prescription changes.

6. Maximising the reuse and recycling of resources, including supplier packaging, client spectacle frames, contact lenses, lenses and water used in the lens edging process through partnerships with Lions Recycle for Sight, Spexcycle, TerraCycle, HOYA and local recycling facilities.

7. Encouraging clients to re-lens their preloved frames by offering a 20% discount on replacement lenses.

8. Implementing a Climate Action Plan to reduce carbon emissions resulting from spectacle frame and lens production, energy consumption, transportation, paper use and organic waste to support the global ambition to limit global warming to 1.5°C.

9. Preventing water pollution by filtering microplastics from lens edging wastewater.

10. Disposing of hazardous waste appropriately, including batteries and e-waste at the City of Yarra recycling centre, and ink cartridges at Officeworks.

11. Encouraging team members to use environmentally preferred products and practices in their virtual offices, including the return of any batteries or electronic devices to Seekers for safe disposal at the City of Yarra recycling centre.

12. Encouraging suppliers to respect human rights and meet high standards of environmental performance, and preferencing suppliers that meet these standards.

13. Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.

14. Reporting on Seekers' sustainability performance in both internal and external communications, where relevant.

15. Reviewing this policy annually and measuring targets and performance as part of that review.

Responsibility and Review.

This Sustainability Policy is the responsibility of the Management of Seekers. This policy was last updated in April 2026 and will be reviewed by April 2027.

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Name of Policy
Sustainability

Category
Facilities

Approved By
Jayson Stone, Director and Optometrist

Date of Commencement
5 August 2022

seekers

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