



**Integra
Systems**

Make
your vision
real

CORPORATE SOCIAL RESPONSIBILITY 2025



CSR AT INTEGRA SYSTEMS

At Integra Systems, we are committed to responsible business practices that prioritise sustainable and ethical design and manufacturing. Corporate Social Responsibility (CSR) is integral to our operations, embodied in our focus on the circular economy, supply chain transparency, community engagement, and workforce diversity and development.

As leaders in innovative product design, prototyping, and manufacturing, we recognise our role in shaping a more responsible industry both in Australia and globally while delivering high-quality solutions for our clients. As recognition for our contribution to industry and leadership position on all key fronts including innovation, Industry 4.0, workforce development, and sustainability, Integra Systems was inducted into the Victorian Manufacturing Hall of Fame in 2022.

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SUSTAINABILITY + CIRCULAR ECONOMY

We integrate circular economy principles into our design and manufacturing processes to minimise waste and maximise resource efficiency.

Design for Circularity

We embed the principles of the circular economy in our design and manufacturing processes. Our products are modular, reusable, and built for longevity, allowing them to be repurposed, repaired, and redeployed indefinitely. This means a reduction in waste and time at every step of the product journey.

Industry 4.0 Enabled Smart Manufacturing

Through precision laser cutting, automated bending, and digitised workflows, we maximise material usage and minimise waste during the manufacturing process. Our Integra K4.0 Kiosk system serves as the linchpin for low-carbon manufacturing, tracking material usage and machine efficiency, significantly reducing our environmental impact while enhancing operational efficiency.

Commitment to United Nations' Sustainable Development Goals

We are committed to creating a more sustainable world for future generations. The United Nations' Sustainable Development Goals have been a key resource guiding our sustainable business practices, in particular:

- + Goal 9: Focusing on sustainable industrialisation and innovation
- + Goal 12: Promoting sustainable production and consumption patterns
- + Goal 13: Taking action to combat climate change and its impact

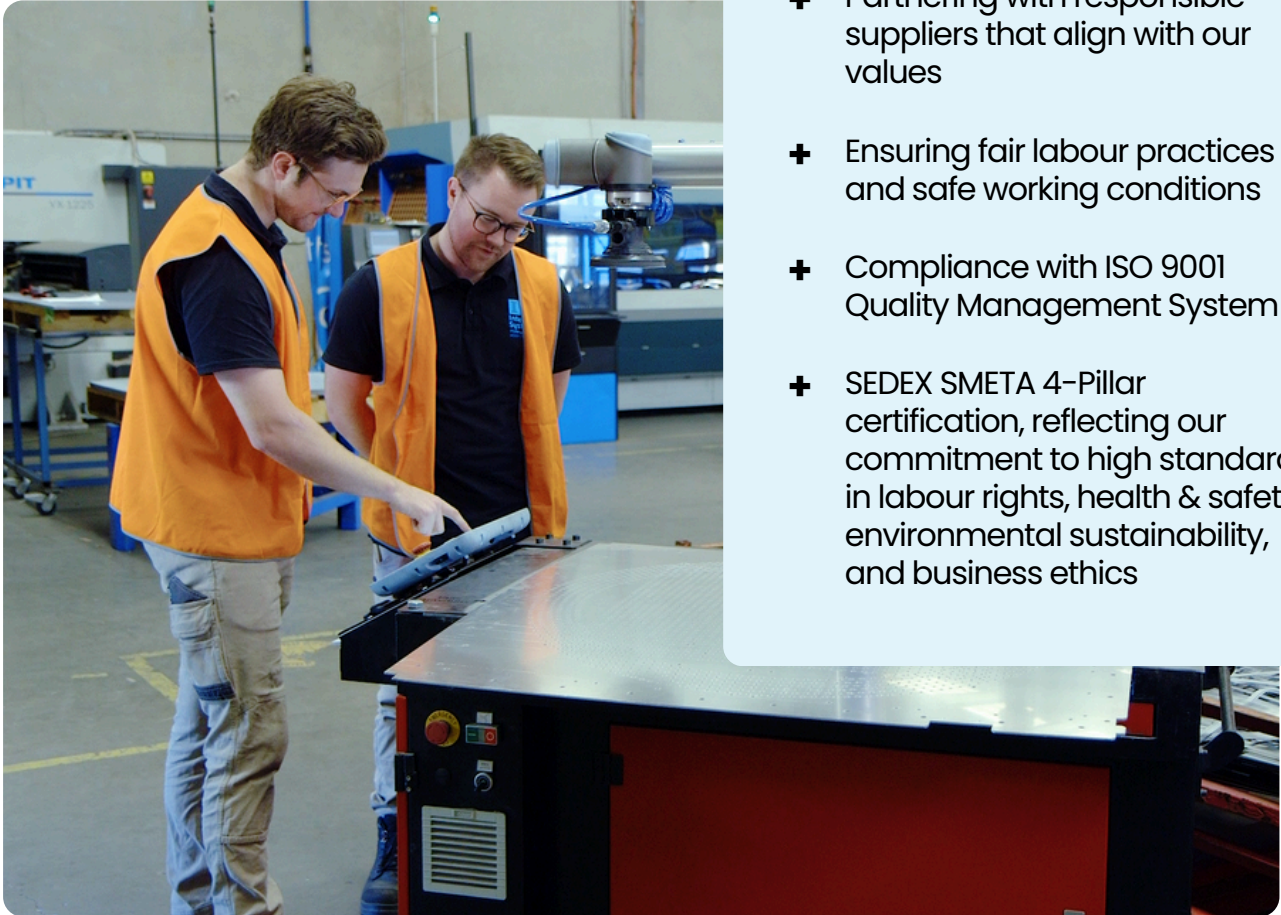
Sustainable Manufacturing Investments

- + \$2.4M investment in energy-efficient machinery, including the Salvagnini P2 Panel Bender and L5 Fibre Optic Laser Cutter
- + Powder coating line optimised for energy efficiency, with overspray collection and recycling
- + Sourcing Australian steel from BlueScope, prioritising steel with 25-40% recycled content

Waste Reduction & Energy Efficiency

- + Solid waste including steel, aluminium, cardboard, and paper, is recycled
- + Use of high-speed laser cutting technology to eliminate warm-up times and reduce energy consumption
- + Powder coating technology eliminates the use of water and hazardous chemicals
- + Use of sensors at bending machines to eliminate waste

ETHICAL MANUFACTURING



- + Partnering with responsible suppliers that align with our values
- + Ensuring fair labour practices and safe working conditions
- + Compliance with ISO 9001 Quality Management System
- + SEDEX SMETA 4-Pillar certification, reflecting our commitment to high standards in labour rights, health & safety, environmental sustainability, and business ethics

We take pride in being 100% Australian made and owned, ensuring ethical sourcing and responsible production practices. We are certified under SEDEX SMETA 4-Pillar (Supplier Ethical Data Exchange – SEDEX Members Ethical Trade Audit), reflecting our commitment to ethical business practices. This globally recognised certification ensures that we adhere to high standards in:

1. Labour Rights 2. Health & Safety 3. Environmental Sustainability 4. Business Ethics

By undergoing regular SMETA 4-Pillar audits, Integra demonstrates transparency in our supply chain and dedication to responsible manufacturing. This certification reassures clients that we operate with integrity, ensuring fair working conditions and reducing environmental impact, in line with industry best practices and global expectations.

COMMUNITY ENGAGEMENT

Investing in the Future Workforce

- ✚ Strong connections with Melbourne universities, including RMIT, Swinburne, Melbourne, and La Trobe
- ✚ Apprenticeship programs and upskilling initiatives
- ✚ Leader in Workforce Skills Development at the 2022 Victorian Manufacturing Hall of Fame Awards

Internships & Workforce Development

- ✚ Over 30 interns hosted in the last five years across engineering, design, and business disciplines
- ✚ Joint R&D projects with the University of Technology Sydney and La Trobe University
- ✚ Sponsorship of two women in Engineering Honours under the Victorian Defence Industry Scholarships Program (2022–2023)

Educational Contributions & Industry Collaboration

- ✚ Advising on curriculum development for Victoria's top universities and TAFEs
- ✚ Active participation in industry-led research and knowledge-sharing programs
- ✚ Board members on a number of industry bodies
- ✚ Donation of K4.0 kiosks to Melbourne Polytechnic's Advanced Manufacturing Centre of Excellence and Swinburne University's Siemens Energy Transition Hub and Factory of the Future



EMBRACING DIVERSITY



Commitment to Inclusion

We foster a safe, inclusive, and empowering workplace where skills and capability transcend race, religion, age, or gender. Women and individuals from multicultural backgrounds are integral to our workforce, driving innovation and strengthening our company culture.

Empowering Women in Manufacturing

- + In recognition to her contribution to the industry, Erika Hughes, Commercial Director, was awarded Woman Manufacturer of the Year at the 2023 Victorian Manufacturing Hall of Fame Awards
- + Training and mentoring female STEM interns to ensure women play a key role in manufacturing
- + Erika Hughes mentored in the AMTIL Women in Manufacturing 2022 Mentor Program and currently a mentor for the 'Business Accelerator Program' run by 25eight and Industry Capability Network Limited



INDUSTRY LEADERSHIP & KNOWLEDGE SHARING

Industry Board Participation

Our directors actively contribute to key industry groups as board and committee members, including:

- + Melbourne's North Advanced Manufacturing Group
- + AIDN Victoria
- + Geelong Manufacturing Council
- + Australian Steel Association
- + Victorian Regional Development Group
- + Manufacturing Excellence Consortium Victoria

Speaking Engagements & Thought Leadership

Integra Systems is a sought-after speaker on Industry 4.0, digitisation, workforce development, and circular economy, presenting at:

- + Swinburne's Factory of the Future and Demystifying Industry 4.0
- + Monash University Business & Engineering Honours Degrees
- + RMIT Circular Economy forums
- + Victorian Manufacturing Showcase
- + Women in STEM and Manufacturing programs

Mentoring & Collaboration

- + Erika Hughes is a mentor for the 'Business Accelerator Program' run by 25eight and Industry Capability Network Limited
- + Joint R&D projects with universities to advance Industry 4.0 and digital transformation
- + Hosting university students and industry groups to showcase best practices in sustainable manufacturing

COMMITMENT TO A SUSTAINABLE FUTURE

Integra Systems integrates sustainability, ethical manufacturing, workforce development, and industry collaboration into every aspect of our business. By prioritising circular economy principles, reducing waste, and fostering the next generation of Australian manufacturing talent, we ensure our long-term commitment to responsible and innovative manufacturing practices.

Through our leadership, we aim to create a positive and lasting impact for our industry, employees, and the broader community, setting a benchmark for ethical and sustainable manufacturing in Australia and beyond.

