

# Corporate Social Responsibility Policy



Aerial Capital Group Limited

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## WHO WE ARE:

We are in the communications services business, and are committed to building a progressive and profitable group by delivering competitive and responsive communications solutions and related services to our clients. We are proactive in seeking and utilising opportunities in an environment of social, commercial and rapid technological change.

Our transport arm is committed to provide a safe, reliable on call service for all members of the community, and is particularly focused to ensure that the disability community is serviced equally and without discrimination.

**OUR ENVIRONMENTAL & SUSTAINABILITY POLICY:** In Australia and across the world there is a renewed and heightened focus on sustainable business practices as a response to growing environmental, social and economic concerns. Aerial Capital Group Limited recognises that it is more compelling than ever to embrace strategies and initiatives that will enhance sustainability across all facets of our business. As Canberra's largest taxi and hire car service provider we accept our responsibility as a contributor to greenhouse gas emissions within the transport industry and the challenges of improving our environmental performance. This will come from the adoption of best fleet policies that embrace both operational and vehicle emission efficiencies.

As a company our immediate focus is on constructively engaging with government, our taxi and hire car operators and stakeholders to gain their support on this important journey. Without their individual and collective commitment we will not reach our goals. Aerial aims to be the network of choice for taxi and hire car operators and users on the basis of its performance in developing and implementing all the changes that will make us a more sustainable business – good for users, good for owners and drivers, good for Canberra and good for Australia.

**OUR GREEN STRATEGY:** With the world focus on global warming and the need for businesses to become cleaner and greener, it is now more important than ever for Aerial's fleet operators to embrace sustainable business initiatives.

- We accept our responsibility as a greenhouse gas emitter and the challenges of improving our environmental performance.

- Our aim is to be Canberra's taxi and hire car provider of choice by developing and implementing changes that will make us more efficient, cleaner and greener for our users. This means taking a number of steps to reduce emissions. We've started off by encouraging taxi and hire car operators to utilise modern fuel efficient and safe motor vehicles. We have adopted a vehicle policy to achieve this goal.

We support the retention of the government's policy which sets a realistic benchmark for the acceptable age of vehicles to be registered as standard taxis and wheelchair-accessible taxis. We strongly oppose any relaxation of this policy that would result in older (more than five years as a taxi) and therefore more environmentally damaging vehicles to continue as taxis.

We support the introduction of a demand responsive public transport network. Such a network can indirectly reduce private vehicle usage and emissions through an efficient and cooperative union of bus and taxis services, whilst providing a more effective and user friendly public transport system.

We seek to make changes towards a greener and cleaner public transport system. Such changes include:

- Working with government to determine long term taxi solutions for Canberra
- Exhausting all possible initiatives aimed at more efficient utilisation of existing taxi resources in preference to adding to Canberra's vehicle emissions by simply seeking the release of additional taxi resources to meet workload demand
- The establishment of a peak Public Transport Directorate the aim of which is to more efficiently direct and coordinate the services to tourism planners and public transport providers
- Various other initiatives which are aimed at reducing transport congestion and pollution on our roads, eg the use of "people movers" capable of transporting a greater number of passengers per trip, the introduction of queuing marshals at certain high profile venues and expansion of the Cabspot scheme.

**OUR VEHICLE POLICY:** We encourage our taxi and hire car operators to utilise:

- Dedicated LPG powered vehicles
- Dual fuel powered vehicles
- Modern clean diesel vehicles
- Hybrids

Where appropriate, we discourage our taxi operators from utilising:

- Petrol only vehicles, and
- Aged, mechanically inefficient and poorly maintained vehicles

Over many years our organisation has been an advocate of LPG, and it remains a more environmentally friendly fuel option than the petrol-only. LPG carbon emissions are lower than petrol and comparable with diesel. LPG is the cleaner fuel of choice and is increasingly competing with diesel and hybrids on both cost and environmental benefits.

Aerial Capital Group – a taxi and hire car service provider that is good for users, good for owners and drivers, good for Canberra and good for Australia.

## **WHAT WE OFFER:**

**FINANCE:** To encourage and financially assist new entrants into the Taxi Industry, Aerial offers low doc finance to participants who may not be in the position to apply for low interest loans through normal means. Finance for the purchase of new model taxi vehicles allows new operators to build a self sufficient small business for themselves & their families. This venture also ensures vehicle standards in the ACT taxi fleet are maintained at the highest levels.

The offer of finance for the purchase of private vehicles also applies to staff, and we believe this encourages staff loyalty, good morale, and the longevity of employees.

**APPRENTICESHIP SCHEME & SPECIALISED TRAINING:** Our Company Servitel Communications offers Apprenticeships in the telephony, IT Network technician areas, and specialised training in telephony systems, such as Mitel and Alcatel. Out of a total staff of ten, we currently have three apprentices in various stages of their term. As the company expands we expect to provide more employment opportunities and specialist training through the apprenticeship scheme.

**SHARE PURCHASE:** After incorporation of the company in 2005, we encouraged staff to purchase shares in the company, so that they too had a stake in the company, and as shareholders could see the developments and progress made, and share in any dividends from the profits generated. We continue to promote this option.

**LOW COST AUTOMOTIVE WORKS:** Through an in-house scheme, and specialist employees, Aerial offers low cost Automotive works for staff and the taxi industry, and this includes Air Conditioning, Batteries, Car Audio, Central Locking, etc.

**BLITS – WORK FROM HOME:** In conjunction with BLITS (ACT Business Leaders Innovative Thoughts & Solutions) Business + Disability = Smart Thinking program, Aerial has initiated a *Work from Home* scheme, which will assist the disabled community and will offer three work from home positions.