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## Environmental Policy

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Sustineo Pty Ltd is committed to reducing the impact of its operations on the environment. We acknowledge that as a service organisation we can minimise the negative impact on the environment in many small ways as well as be a role model for responsible and sustainable environmental behaviour of our staff and suppliers. This policy is used in conjunction with the company's Integrity Framework.

### Core Values

The Key Principles and Actions underpinning our Environmental Management Policy are:

- Take environmental issues seriously at Senior Management level;
- Develop and support small scale environmental improvement plans at sites wherever possible;
- Consult with employees, subcontractors, suppliers and/or interested parties to ensure that environmental impact on sites are understood and addressed effectively;
- Maintain and continuously improve an Environmental Management System that complies with the requirements of the International Standards ISO 14001:2015

### Objectives Framework

Our environmental objectives are to:

- Comply with applicable legislation and statutory requirements;
- Protect the environment through initiatives such as minimising environmental impact to land, water, air, flora and fauna;
- Prevent pollution, preserve natural resources and conserve all heritages

To achieve these objectives we shall act to:

- Ensure high levels of management and staff involvement in achieving stated objectives;
- Continuously engage all stakeholders in meaningful consultation and communication;
- Use supplier, wherever possible, who have similar environmental objectives and give preference to environmentally friendly products and equipment;
- Always weigh the environmental benefits of a product equally with its price and safety benefits;
- Measure our performance and use this information for the continual improvement of our services and integrated management system

The Sustineo Environmental Policy is applicable to our directors and employees. It expressed our ongoing commitment to understand, abide by and regularly review these Key Principles and Actions.