ENVIRONMENTAL MANAGEMENT POLICY

Integrated Management System

ENV-PS-01

The Hi-Quality Group recognises the importance of integral environmental management. We acknowledge that environmental management requires continual assessment and improvement. This is how we do business to enable us to work effectively in a diverse range of environments and community settings.

Our environmental policy objective is to minimise the adverse impact on the environment as a result of our business activities.

To achieve this objective, we will:

- ✓ Establish, implement and maintain an Environmental Management System in accordance with AS/NZS ISO
- ✓ Set environmental objectives and targets to measure our performance and identify opportunities for improvement.
- ✓ Comply with approval, environmental and contractual conditions, relevant legislation and other criteria to which the company subscribes.
- ✓ Review policy for continual improvement of environmental performance. Empower employees to contribute and participate (provide adequate resources to regularly review business operations and processes to identify and implement opportunities for improvement).
- ✓ Involve all staff in environmental issues to instil a sense of environmental responsibility (educate our workforce on key environmental issues, management controls and associated responsibilities).
- ✓ Assess environmental impact of our office practices and seek to eliminate any that pose harm to the
 environment when economically and operationally practical.
- ✓ Strive to prevent pollution, reduce waste, and commit to recovery and recycling where feasible.
- ✓ Implement a complaint management process that promotes the resolution of complaints at site level prior to issues being escalated to higher levels of management.

Patrick Hallinan Managing Director

PHallerin

Stephen HallinanGroup Business
Development Manager

Greg LeghissaChief Operating Officer



