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POL-01	Sustainability & Environmental Management Policy	4

It is the policy of the Apex Group (the Company), to achieve a high standard of environmental care and sustainability in conducting its operations. Our approach to sustainability and environmental management seeks continuous improvement in performance by taking into account evolving knowledge of environmental legal and industry specialists, and community expectations.

The directors and management of the Company acknowledge that we need to act today with tomorrow in mind, and that the nature of the business operations may have a potential to negatively impact on the environment and that legal and moral obligations must be addressed to avoid environmental damage or deterioration.

Managers and supervisors will ensure that the planning of all work processes consider sustainability and protection of the environment. They are to continue to identify aspects of the operation where efficiency, protection, re-use and recycling can be improved by the changing of process methods and activities.

Management is committed to:

- Compliance with all applicable laws, regulations and standards and where laws do not adequately protect the environment, apply standards that minimise any adverse environmental impacts resulting from our operations. *Refer to our standards and legal register for further details of how we identify and comply with our legal requirements.*
- Establishing a framework for setting and reviewing sustainability and environmental objectives, which reflect our overall strategic direction. A strategic plan and register of company objectives have been established for this purpose.
- Protecting the environment, meeting our sustainability targets and other specific commitments relevant to our strategic direction and within the context of the Organisation. Our strategic plan, objectives and targets register, as well as our aspects/impacts register details the means of achieving this commitment.
- Communicate openly with the government, clients and community on environmental and sustainability issues, and contribute to the development of policies, legislation and regulations that may affect the organisation.
- Establish programs to conserve natural resources and emissions through minimising waste, using recycled materials, re-purpose and protect the environment.
- The prevention of pollution of the atmosphere, the land and the immediate surroundings on and in which business operations are carried out, wherever possible and practicable, the recycling of waste, and where recycling is not possible or practicable, ensuring that waste is disposed of in a manner which protects the environment. *Refer to our aspects and impacts register and current objectives for further details;*

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All employees are responsible for ensuring the environment is protected from damage at all times and will take immediate action to minimise environmental impacts.

Employees are also encouraged to discuss, with managers and supervisors, changes to existing practices that will help in avoiding environmental damage or deterioration.

A handwritten signature in blue ink that reads "Reade".

Paul Reade

Director

A handwritten signature in blue ink that reads "Hugh Ellis".

Hugh Ellis

Director

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