
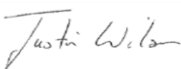


## Environmental Policy

Groundfix's mission is to engage stakeholders by meeting their expectations, acting responsibly, and doing the right thing. Our main services are related to civil engineering activities. Groundfix recognises and values the importance of environmental protection and sustainability and is committed to meeting our business objectives in a manner that is respectful and protective of the environment. We are committed to sustainable construction and to minimising any adverse impact on the environment resulting from our business activities. We recognise that environmental and climate change may mean that the careful resourcing of materials, fuels, and, careful management of waste may become even more important and, therefore a more refined approach to sourcing the products, used to deliver the service, may be required.

In delivering on this commitment our aim is to achieve industry best practices in our operations by:

1. Complying with all applicable laws, regulations and statutory requirements relating to environmental aspects of our works.
2. Considering pollution prevention/minimisation as our first option, in preference to control and clean up.
3. Implementation of initiatives to reduce, reuse and recycle waste products where possible.
4. Communicating openly and constructively with employees, customers, relevant authorities, and the community on environmental issues relating to our operations.
5. Educating and training our staff to continually improve their awareness and knowledge of environmental issues.
6. Monitoring and evaluating employees, subcontractors, and suppliers on their environmental performance.
7. Annually reviewing environmental targets, objectives, and this policy as part of a drive for continuous improvement.
8. Manage environmental risks and wherever practicable eliminate the potential for adverse environmental impacts.
9. Minimising potential or actual effects using best practice.
10. Use of monitoring and improve anticipated outcomes by adopting controls and methods for improvement.
11. Regularly reviewing and reporting on our environmental performance.
12. Developing an open and transparent working relationship with regulatory authorities.
13. Observing accidental discovery protocols.
14. Promoting environmental awareness across Groundfix.

<b>Top Management</b>	<b>Date</b>
BOURKE Simon 	__18/01/2022__
WILSON Justin 	__18/01/2022__