

## Environmental Policy

Groundfix, a ground engineering and slope stabilisation contractor, is committed to protecting the environment, preventing pollution, and minimising any adverse impact arising from our business activities. We recognise that environmental and climate change mitigation and responsible resource use are essential to our long-term sustainability, our clients, our workforce and the communities in which we operate

We acknowledge that environmental and climate change challenges influence how we source materials, manage waste, use energy and fuel, and deliver our services. Groundfix is therefore committed to adopting a refined, sustainable and responsible approach throughout our operations and supply chain.

Groundfix is committed to:

1. As far as reasonably practicable comply with all relevant and applicable environmental laws, regulations, Codes of practice and statutory requirements relating to the environmental aspects of our works.
2. Considering pollution prevention and minimisation as our first priority, ahead of control and clean-up.
3. Identifying environmental aspects and impacts and taking action to eliminate or reduce them across the lifecycle of our activities, including material use, transport, energy consumption and waste generation
4. Communicating openly and constructively with employees, customers, relevant authorities, and the community on environmental issues relating to our operations.
5. Educating, training and supporting employees so they understand environmental responsibilities and contribute to improve environmental performance
6. Monitoring and evaluating employees, subcontractors, and suppliers on their environmental performance.
7. Adopting and annually reviewing environmental targets, objectives, and this policy as part of a drive for continual improvement.

Annually reviewing this policy to ensure its continuing suitability, adequacy and effectiveness.

Top Management	Date
BOURKE Simon	27/11/2025
WILSON Justin	27/11/2025