

## Integrated Management System

### Environmental & Sustainability Management Policy

Hix Group Pty Ltd have a commitment to, as a part of our business operations, continuously improve our systems and workplace to minimise and reduce the impact of our activities on the environment. We aim to comply with all aspects of ISO14001.2015-Environmental Management System requirements.

Our operations will fulfil the expectations of consumers and customers for quality products and services whilst minimising any negative environmental impact. We seek to ensure that our practices are sustainable in the future and our footprint, as a company, by:

- Ensuring that environmental considerations are a part of our strategic and operational business planning activities where we will identify all potential and actual sources of air, ground and water pollution and establish appropriate policies and procedures to manage and minimise our impact, complying at least with the minimum legal requirements but aiming to do better.
- Reviewing our operations to continually improve efficiencies and the use of resources including energy, chemicals, water, packaging and other raw materials by maintaining and inspecting our systems of controlling pollution and implementing effective working procedures in our offices, warehouses, on site and in our vehicle usage as a means of improving sustainability.
- Identifying legal and other requirements and associated risks and opportunities before commencing any activity to ensure any heritage or culturally sensitive environment, flora and fauna are not impacted adversely.
- Using suppliers and contractors who conform to environmental management requirements and who can comply with this policy
- Minimising negative environmental impact by reducing, reusing, and recycling onsite waste or by-products wherever practicable and also reinstating site(s) appropriately.
- Ensuring safe waste disposal and use of certified contractors where necessary.
- Ensuring our Integrated Management System promotes Environmental awareness, commitment, and involvement by all who perform work on behalf of HIX Group.
- Achieving a level of environmental and sustainability performance that meets and exceeds regulatory compliance by regular review of performance standards in line with legislation and interested party needs and expectations.
- Monitoring, by way of audit, our environmental activities using our online systems Lucidity (Compliance) and SIMPRO (Job Management) to ensure ongoing review, audit, and compliance.
- Consult with and provide training to employees who have a direct role in our Environmental Management System processes under our IMS.

This policy will be reviewed annually or when changes are made to legislation or following any incident requiring urgent review.

Authorised Signatory:



Lea Hicks, Group General Manager

Date: 12/04/2023

Environmental Sustainability Management Policy			Version No.	2023-04.3
Version Date:	04/2023	Copyright © 2022 HIX Group Pty Ltd - Printed Documents are uncontrolled	Next Review	04/2025
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