

## Environment

*The JJ's Group\* is committed to ensuring its impact on the environment is minimised. Our leadership team is committed to the establishment, implementation and continual improvement of an effective Environmental Management System (EMS).*

### **Our goals are:**

- Minimise any adverse impacts our operations may have on the environment; and
- Assist our customers to do the same.

### **Our goals will be achieved by:**

- Considering compliance with relevant laws as a minimum standard.
- Maintaining an effective EMS which is integrated into the day to day processes of everything we do.
- Identifying and assessing the potential environmental impacts of our operations and ensuring practical control measures have been implemented to reduce or eliminate these potential impacts.
- Ensuring sufficient direction and support is provided to employees to enable them to meet their obligations. This includes the provision of adequate training and instruction on the specific requirements relevant to their role and responsibilities.
- Ensuring that the EMS achieves the intended outcomes by conducting regular reviews, audits and consulting with employees on its effectiveness.
- Promoting ownership and accountability for all employees in identifying, reporting and addressing environmental hazards and incidents.
- Empowering employees to identify and suggest innovative environmental solutions.
- Striving to continually improve environmental performance both within the Group and for our customers, by identifying and implementing opportunities to improve efficiencies in energy use, water use, waste reuse and recycling, and the application and promotion of the waste management hierarchy.

As a family business, values are an integral element of the JJ Group's approach. We encourage all employees to be actively engaged and involved in environmental management strategies and processes.

Our commitment will be demonstrated through the continual improvement of this policy and our EMS, measured against the established objectives and targets.

A handwritten signature in black ink, appearing to read 'J.J. Richards'.

J.J. Richards - Director

A handwritten signature in black ink, appearing to read 'P.B. Richards'.

P.B. Richards - Director

A handwritten signature in black ink, appearing to read 'J.M. Parsons'.

J.M. Parsons - Director

*\*The JJ's Group: J.J. Richards & Sons Pty Ltd t/as JJ's Waste & Recycling, JJR Engineering Pty Ltd, JJ's Health & Hygiene, EnviroCom Australia, JJ's Northend, Steel Fabrications Australia Pty Ltd, Aztech Services Australia, J.J. Richards & Sons NZ Pty Ltd t/as JJ's Waste & Recycling and JJ's Waste and Recycling LLC.*