

ENVIRONMENTAL POLICY

OUR POLICY

Gradco recognise the potential impacts of our business activities on the environment and commits to minimising those impacts by identifying the environmental aspects and impacts of our operations, preventing pollution, and environmental harm and complying with all relevant legal and other environmental requirements.

Gradco systematically manage its activities using a formally documented Integrated Management System, approved by the CEO, and coordinated across the company by the General Manager. We seek to promote continual improvement of the Integrated Management System by setting environmental objectives and targets and by assessing and reviewing our environmental performance.

Gradco is committed to the principles of sustainable development across all our operations. We aim to minimise our environmental footprint by implementing this Policy in partnership with our clients and in consultation with our contractors, employees, and other stakeholders.

Employees and contractors share responsibility for meeting the requirements of the Environmental Policy and must work in accordance with the standards applied and any directions given by Gradco Management. This includes identifying and reporting any environmental incidents or issues to Gradco Management at the first practicable opportunity. Gradco will provide information, instruction, training, and supervision necessary to ensure that employees and contractors are familiar with the environmental obligations arising from this Policy and are aware of the broader requirements of the Gradco Integrated Management System.

OUR POLICY OBJECTIVES

- Maintain certification of our Integrated Management System to **ISO 14001:2015**
- Comply with all applicable environmental Laws, Regulations, Code of Practice, Permits and Licenses
- Improve employee and contractor awareness by communicating on environmental matters likely to affect their work
- Investigate environmental incidents, identify the root cause, and implement corrective actions
- Undertake regular reviews of the Gradco Environmental Aspects and Impacts Register
- Review our Environmental Objectives and Targets Register and assess our environmental performance
- Ensure our suppliers, contractors, subcontractors, and visitors operate in accordance with this Policy
- Review this Policy every three years and communicate any changes to employees and contractors

Authorised by

Oliver Diprose CEO



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