

Environment, Sustainability and Climate Change Policy

1. Our Commitment

- 1.1. To take all reasonable measures to limit or (where possible) remove the impact of our operations, and our building and construction activities, on the environment
- 1.2. To comply with the Environmental Protection Act 1986 and Environmental Protection Regulations 1987, other Acts and Regulations which may apply, relevant Codes of Practice and relevant Australian Standards.
- 1.3. To continually improve the environmental management system to enhance the company's environmental and sustainability performance.
- 1.4. As much as is reasonably practicable, to reduce greenhouse gas emissions and limit the company's impact on global warming

2. Company Responsibilities

To meet our commitment to environmental sustainability, Shelford will:

- 2.1. Develop and foster a culture which recognises the innate importance of limiting the impact of our activities on the environment
- 2.2. Use energy and natural resources wisely and efficiently, eliminate and minimise waste, and re-use and recycle where practical
- 2.3. Provide appropriate information, training, instruction, supervision and management necessary to reduce the impacts of our work activities on the environment and global warming
- 2.4. Empower and support workers to meet their environmental management responsibilities
- 2.5. Conduct an annual review, including progress against targets
- 2.6. Monitor the workplace for the purpose of limiting the impact on the environment of workers arising from our business
- 2.7. Use multiple means to consult with workers on matters relating to the environment

3. Worker Responsibilities

To meet our commitment to environmental sustainability, all workers on Shelford sites are required to:

- 3.1. Take all reasonable steps to ensure that all work activities under their control meet our environmental and climate change standards, objectives and processes
- 3.2. Comply with any reasonable work environmental and climate change policies, procedures, or instruction provided by management
- 3.3. Report all known or observed environmental hazards, incidents and near misses to their Supervisor or Manager immediately, no matter how trivial
- 3.4. Engage in consultation with management to identify, assess and control environmental hazards and the effectiveness of such controls

4. Other Policies

4.1. Employees are encouraged to read this policy in conjunction with other relevant company policies, including but not limited to:

- Health and Safety
- Quality
- Vehicle usage
- Mobile devices usage

5. Policy Compliance

5.1. If a worker is found to have deliberately breached this policy, disciplinary action, (including but not limited to exclusion from site, counselling, referral to police or termination of employment or contract), will apply.

5.2. Disciplinary actions will depend on the severity of breach of policy, including the potential impact on the environment and on global warming.



John Mijacika
Managing Director
1/7/2025



Silvio Ranieri
Corporate Services Manager
1/7/2025