

ENVIRONMENTAL MANAGEMENT POLICY

Engenco Limited and its subsidiaries (the Company) is committed to conducting business in a manner that will help protect the environment from the potential impacts of its activities, and will assist in maintaining and improving the quality of the environment.

We desire all stakeholders, including our customers and the wider community, to acknowledge our environmentally responsible practices and the way we manage our work activities to confirm our commitment to the environment.

To assist in achieving those goals the Company will:

- Maintain and continually improve the Environmental Management System aligned with the elements and principles of AS/NZS ISO 14001.
- Foster a culture where employees, contractors and visitors understand their responsibilities and our expectations for caring for the environment.
- Require the efficient use of energy and materials while promoting waste reduction through re-use and recycling programs across all business activities.
- Ensure all emissions are minimised as far as reasonably practicable, and that responsible waste disposal methods are conducted.
- Require ethical environmental practice and behaviour of our employees and contractors and be fully aware of potential impacts to the environment.
- Comply with and monitor developments of prescribed statutory legislative requirements including Acts, regulations, standards, codes of practice and observe corporate due diligence.
- Integrate environmental considerations and customer requirements into decision making, process planning, risk management and relative document development to mitigate environmental risks.
- Communicate this policy to all employees, contractors and visitors through induction, education and training to promote environmental awareness and responsibility.
- Regularly monitor, audit and review the companies' environmental objectives & performance and system documentation to gauge compliance and promote continual improvement.

This policy is applicable to all Business Units within the Engenco Group.

All employees, contractors and visitors are made aware of this policy and are required to comply, failure to do so will be considered a breach and may result in disciplinary action.

Kevin Pallas
Chief Executive Officer
Engenco Limited
November 2018
Review Date: November 2020