



ENVIRONMENT POLICY

Our Standard

Compass Group Australia aspires to minimise the impact our operations have on the environment. We are committed to the prevention of pollution, efficient use of natural resources and energy and the responsible management of all waste resource streams.

We will strive to integrate Ecologically Sustainable Development (ESD) principles into our operations, in particular the 'inter-generational equity' principle - the present generation should ensure that the health, diversity and productivity of the environment is maintained or enhanced for the benefit of future generations.

We will communicate our commitment and provide information about our environmental and sustainability activities to all colleagues, clients, contractors, suppliers and where required other relevant stakeholders.

Our Commitment

We will:

- Use a certified Environmental Management System to manage the impacts of the organisation's activities and provide a structured approach to planning and implementing environmental protection measures;
- Ensure compliance with all legislative and other requirements including current industry standards;
- Be aware of and have respect for the heritage values relevant to the sites where we operate;
- Be committed to continual improvement as well as being proactive in assessing environmental risks for current and new business, new and existing work systems, practices and equipment;
- Implement 'waste resources' programmes in line with the Waste Resource Management Hierarchy;
- Promote an 'extended producer responsibility' (EPR) culture that favours minimal packaging, whole-of-life analysis of products and maximum durability of goods to support our waste resource management;
- Promote the use of renewable energy as well as energy saving techniques and approaches;
- Promote the use of technology and procedures that improve the efficiency of natural resource usage;
- Set realistic objectives and targets which will be approved by our Australian Leadership Team (ALT);
- Strive to continually improve our corporate social responsibility (CSR) performance through the adoption of a Triple Bottom Line: (1) financial; (2) social; and (3) environmental approach; and
- Wherever possible protect the environment and prevent pollution.

Our Responsibilities

Leaders are responsible for:

- Complying with the company's environmental standards;
- Consulting with all stakeholders in the development, promotion and implementation of procedures which incorporate environmentally appropriate systems and practices;
- Implementing this policy in their respective area of responsibility; and
- Training colleagues in the environmental issues relevant to their operation.

Everyone is responsible for:

- Actively supporting the company's environmental programs and activities
- Complying with all company policies, procedures and systems of work; and
- Contributing ideas that can improve our environmental performance.

A handwritten signature in black ink, appearing to read "Shelley Roberts".

Shelley Roberts
Managing Director
Compass Group Australia