

# ENVIRONMENTAL MANAGEMENT POLICY



## Our commitment

ADCO is committed to protecting the natural environment by adopting and implementing responsible environmental management practices in all our business undertakings.

We recognise our social and legal duty to design, plan and manage our activities, products and services in a manner that protects and enhances the environment and communities in which we work.

This policy sets out our commitment to positive environmental engagement throughout our business.

## Our strategies to support positive environmental outcomes include:

- implementing and maintaining a Management System (MS) compliant with ISO 14001;
- complying with legal and other requirements, including applicable legislation, standards, and other compliance obligations;
- setting objectives and measurable targets to promote continual improvement which makes a positive contribution to the environment, protects biodiversity and prevents pollution;
- identifying and implementing project specific strategies and controls to prevent pollution, protect significant environments and reduce demands on natural and material resources;
- eliminating or minimising environmental aspects and impacts associated with our business undertakings and activities, including on the communities in which we operate;
- integrating risk management and compliance requirements into core upstream design and planning, including procurement of goods and services, to eliminate or minimise downstream environmental aspects and impacts;
- identifying opportunities to enhance environmental and ecologically sustainable development practices; and
- promoting and encouraging the adoption of environmental management and protection within our broader policy and framework of Environmental Social Governance through engagement with employees, clients, subcontractors, suppliers and other key stakeholders or interested parties.

## Our success relies upon:

- providing clarity, consistency and predictability across our workforce with defined roles, responsibilities and accountabilities for environmental management and protection;

- understanding the needs and expectations of each community in which we operate and other interested parties through partnerships and participation in consultative forums;
- training and developing employees and providing information to suppliers and subcontractors to inform their responsibility to participate in environmental management and protection programs;
- reviewing incidents and the effectiveness of corrective and preventative actions and sharing outcomes to prevent future recurrence;
- reviewing resources to enable pro-active environmental management and continual improvement;
- engaging our senior leadership in determining the effectiveness of the MS and its application; and
- promoting environmental management by communicating our policy to all employees, suppliers, subcontractors and other interested parties and making it available to the public.

All employees, contractors, temporary staff, and visitors must comply with all information and instructions provided by ADCO regarding this policy our environmental commitments.

## Our contact

If you have any queries about this policy, please contact the relevant State Manager.

A blue ink signature of Neil Harding, written in a cursive style.

**Neil Harding**  
Managing Director