

## Environmental and Sustainability Policy

WorkPac's commitment is to integrate an environmentally sustainable attitude into all our business activities and establish and promote sound environmental practice and use resources sustainably in our operations.

We are committed in achieving this by increasing communication and awareness in accordance with this policy and encouraging responsible environmental behaviour amongst our clients and employees at all levels.

### We are committed to:

- Developing a systematic approach to environmental issues to ensure compliance and achieve performance improvement. This includes regular audits and reporting of performance in line with our ISO 9001:2015 Quality Management System;
- This incorporates efficient use of materials and energy to provide our services. We aim to minimise waste generation through 'recycle, reuse and reduce'. We also aim to identify and manage excessive energy consumption;
- Working with suppliers who promote sound environmental practices;
- Ensure energy management options are enabled on office equipment to power down to a lower energy state during non-use periods;
- Telecommunications technology is employed to reduce travel by employees and clients by developing and enhancing our virtual office environment;
- Company employees with fleet vehicles are encouraged to use fuel which are lower in fossil fuels;
- Ensuring clients identify, assess and reduce environmental risks;
- Enhancing awareness among our temporary and permanent employees by educating and motivating them to act in an environmentally responsible manner; and
- Implement, monitor and drive ongoing sustainability improvements and actions across our organisation that increase our performance.

### Continuous improvement will occur by:

- Periodically reviewing our Environment Policy and practices in order to improve operational and environmental performance;
- Reducing our environmental and sustainability footprint with respect to:
  - Energy use, suppliers, products and materials use;
  - Greenhouse gas emissions and ozone depleting substances;
  - Office and building waste and resource recovery; and
  - Potable water use and waste water.
- Learning from best practice examples of environmental management and being responsive to community issues; and
- Promoting a culture in which all WorkPac employees share this commitment.

As a team, we are committed to reviewing our approaches at least annually, and developing a measurable approach for our business.



**HAMISH GRIFFIN**  
**Chief Executive Officer**

WorkPac  
4<sup>th</sup> September 2023