



Karl Freeman Industries (otherwise known as KFI Group) is a multi-faceted provider of maintenance and people solutions for the mining, heavy commercial, and oil & gas sectors. Originally founded by our CEO Karl Freeman KFI Group is made up of KFI Heavy Maintenance, KFI Plant Hire, KFI Toowoomba, and Hot Wired Auto Electrical, we deliver nationwide field service and labour support to keep operations running smoothly.

Our centrally located Toowoomba workshop offers a complete suite of maintenance solutions—from LV and HV mechanical repairs and auto electrical services, harness manufacturing and air conditioning. With extensive industry expertise and a commitment to quality and safety.

KFI Group is your trusted partner for efficient, reliable, and innovative solutions across Australia.

As a responsible business entity, we have an obligation to ensure our workers (including contractors and sub-consultants), clients and visitors at our premise, do not harm the environment as a result of our operations.

We at Karl Freeman Industries acknowledge the importance of protecting the environment as part of the community. In saying that we aspire to being a sustainable organisation which goes beyond minimising harm to the environment. To achieve this, we will endeavour to:

- o ensure our management system complies with the requirements of ISO 14001:2015 - Environmental Management Systems
- o implementing procedures and processes to identify, prevent and mitigate undesirable environmental impacts
- o identify the environmental risks to those potentially impacted by our operations and deploy the principles of the Hierarchy of Control to reduce such risk to the lowest levels possible
- o comply with all relevant statutory obligations, regulations and codes of practice
- o establish an environmentally friendly workplace designed to prevent pollution and or waste
- o promote and encourage environmental awareness and training to ensure individuals throughout our organisation are aware of their environmental responsibilities
- o executing and undertaking our operations in accordance with our management system
- o fostering a collaborative approach between top management and workers to achieve a sustainable outcome.

It is important to note that environmental management is a shared accountability as well as an individual responsibility, for all persons impacted by our operations. At Karl Freeman Industries, we seek the co-operation of all our stakeholders to achieve our environmental objectives. We emphasize the requirement to comply with the company's safe work practices at all times so that the environment is not harmed.

Karl Freeman Industries will always encourage suggestions to improve our environmental objectives and work towards keeping environmental harm to a minimum in a sustainable, economically and feasible manner.

This policy applies to all business operations and functions and binds all its relevant stakeholders.

Approved for use by:

Karl Freeman
Director

1st December 2025