



ENVIRONMENTAL POLICY ●●●



POLICY STATEMENT

As part of our commitment to achieving the principles of responsible environmental management, sustainability, and protection of the natural environment in our workplace, we recognise our moral and legal responsibility to ensure that our activities, products, and services are designed to protect and enhance the environment in the communities in which we operate, and our obligations to ensuring that our operations do not place the natural environment or the local community at risk of harm.

AIMS AND OBJECTIVES

We are committed to environmental improvement and the prevention of pollution. We will achieve this by collaborating with our customers, suppliers, and the community to adhere and achieve to the following objectives:

- Identify potential impacts and develop mitigation programs and controls that are regularly monitored and reviewed.
- Comply with or surpass all applicable environmental legislation, regulations, and standards to which the company subscribes.
- Continual improvement by establishing environmental objectives and targets and a performance evaluation system with associated indicators
- Implement and maintain an Environmental Management System.
- Fostering the sustainable use of the Earth's resources by "treading lightly," recognising the approach of Australia's Indigenous people in minimising our impact on the land.
- Managing, monitoring, and measuring environmental performance and establishing objectives and targets to minimise these impacts.
- Reducing the consumption of resources associated with operations (e.g. energy, water, paper).
- Minimising the production of greenhouse gases, particularly those associated with energy consumption, the vehicle fleet and air travel.
- Minimising waste production and maximising the amount reused and recycled.
- Considering environmental aspects in the procurement of products and services and endeavouring to ensure suppliers meet high standards of environmental performance.
- Committing to the principles of pollution prevention and continual improvement.
- Recognising that all staff have a responsibility to assist Hillery Group in meeting the commitments in this policy.

- Empowering staff to minimise our environmental impacts through raising staff awareness and encouraging participation in environmental management practices
- Collaborating closely with our employees, contractors, suppliers, clients, students, and the community to develop and implement environmental initiatives.
- Providing leadership to the community and industry by demonstrating best-practice methods of delivering sustainable initiatives.
- Increase the use of environmentally acceptable materials, equipment, and technology in place of those which are considered harmful.
- Ensure that our suppliers follow acceptable environmental policies, and

Actively promote environmental awareness among workers, clients, customers, and the public. The Environmental Management System (EMS) demonstrates our commitment to environmental management, resource use and sustainable development. Specific plans and procedures have been prepared to ensure operational compliance and to minimise impacts on the environment and the community in which we operate, these include:

- HGMP019 Environmental Management Plan
- HGMP001 Stockpile Management Plan
- HGMP005-007 Material Quality Management Plan
- HGMP021 Quarry Safety Management Plan
- HGPL022 Dust Management Plan
- Project/ Construction Management Plan (Client specific)

RESPONSIBILITIES

We recognise that the overall responsible environmental sustainability rests with senior management, who will be accountable for the implementation of this policy. These responsibilities include:

- Ensuring that all environmental policies and procedures are implemented.
- Establishing measurable objectives and targets to ensure continued improvement aimed at the elimination of waste, pollution, and environmental harm.
- Encouraging consultation and cooperation between management, workers and stakeholders in matters which may affect or impact the environment; and
- Providing adequate resources to meet these environmental commitments.
- Promoting and maintaining good environmental management in accordance with the relevant environmental legislation, regulations, and laws.
- Implementing practical measures to ensure all work sites comply with the Environmental Management Plan (EMP) and project specifications
- Identifying, assessing, and eliminating any non-compliance or environmental risk conditions and documenting the risk controls implemented.

Workers also have responsibilities which include:

- Participating in the consultation process to develop and improve this policy document.
- Following all environmental policies and procedures; and
- Attend and/ or participate in site induction and become familiar with all environmental practices.
- Recognising and reporting hazards that may affect the health and well-being of the environment.

Luke Hillery
Chief Executive Officer




Thursday 24th February 2022

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