

## ENVIRONMENTAL POLICY

Lancaster & Associates achieves a high standard of environmental sustainability in conducting our business.

Lancaster & Associates:

- Maintains a management system based on the requirements of ISO 14001.
- Are committed to:
  - The protection of the environment, including prevention of pollution and other specific commitment(s) relevant to the context of our organisation.
  - Continual improvement of our environmental management system to enhance environmental performance.
  - Continuously improving the processes and prevention of pollution to minimise the environmental impacts resulting from our operations.
- Comply with relevant environmental legislations, regulations and other relevant regulations.
- Raise environmental awareness of our employees and provide training to make them aware of their environmental responsibilities and accountabilities. Act in accordance with compliance measures introduced and developed by the company.
- Communicate with all stakeholders including local government and community on environmental issues and where appropriate, contributing to the development of policies, legislation and regulations that may affect our operations.
- Provide regular monitoring and reporting of our environmental performance to stakeholders.
- Uses a suitable contractor to recycle or dispose of waste generated by our processes.
- Consider environmental issues within all business strategies and initiatives, ensuring that a continuous professional development strategy remains core to our business goals.
- Define the environmental goals and objectives within the Objectives Plan and review during the Management Review process.
- Review this policy during the Management Review process.
- Ensures that this policy is included within the Induction Process to raise environmental awareness to our employees.



**Lisa-Maree Louis**

Managing Director  
Lancaster & Associates Pty. Limited

**Wednesday, 12 April 2023**