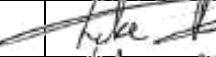
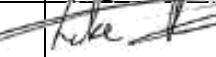


DOCUMENT TITLE: Waste Management Policy

REVISION: 1.01

DOCUMENT CONTROL LOG:

	Name	Role	Signature	Date	Rev
Prepared By	Luke Deasy	Managing Director		10/02/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2024	1.01
Reviewed By	Peter Lane	EHS Officer		12/06/2025	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2026	1.01

WASTE MANAGEMENT POLICY:

The Company engages in diverse nature of activities, therefore a wide variety of wastes are produced and collected, ranging from general wastes and recyclable materials, through to special and hazardous wastes. It is incumbent upon the Company to responsibly dispose of all these waste categories using approved, registered waste contractors. This policy establishes the guidelines governing waste management practices at the Company. Comprehensive and current details outlining the appropriate disposal methods for all waste are outlined in our environmental policies, procedures, and in the individual waste management plans developed for each project.

Policy Statement

The Company will adopt the principles of the ‘best practicable environmental option’ in the delivery of its waste management services. The Company will apply a ‘waste hierarchical approach’, to reduce, reuse, recycle and recover waste products in preference to the disposal of waste to landfill.

There is a legal requirement for all who produce, keep, or dispose of waste of any type to comply with the various regulations and the Duty of Care under Environmental Protection legislation. The Company recognizes the importance of meeting these legal requirements and managing its waste responsibly, reducing the volume of waste sent to landfill and maximizing reuse and recycling where possible.

The Company requires all staff and supply chain partners to comply with this Policy to ensure compliance with all waste legislation. In accordance with the Policy Statement, the Company will fulfil the following Policy Objectives:

- to ensure that waste management is performed in accordance with all waste legislative requirements, including the duty of care, and to plan for future legislative changes and to mitigate their effects;
- to minimize waste generation at source and facilitate repair, reuse, and recycling over the disposal of wastes, where it is cost effective;
- to provide clearly defined roles and responsibilities to identify and co-ordinate each activity within the waste management chain;

- to promote environmental awareness to increase and encourage waste minimization, reuse, and recycling;
- to secure where possible revenue for recyclable material to reinvest in the expansion of recycling opportunities available to the Company;
- to ensure the safe handling and storage of waste at all office locations and construction sites;
- to provide appropriate training for staff, supply chain partners and clients on waste management issues;
- to promote industry waste management best practice; and
- to appoint competent person(s) to provide waste management advice.

Application

This policy applies to all activities undertaken by (or on behalf of) the Company including its staff, supply chain partners and clients.

Organisation and Management

The responsibilities and organisational arrangements for this Waste Management Policy lie with a variety of personnel within the Company.

Managing Director

The Managing Director is accountable to the Board for the Waste Management and Environmental performance of the Company. This will require him to:

- ensure the Company has a comprehensive, up to date Waste Management policy and Environmental policy that meets statutory obligations;
- ensure that the policies contain a demonstration of his personal commitment by the inclusion of a signed and dated Policy Statement;
- review the Policies to ensure that they remain comprehensive, relevant, and up to date; and
- assign duties to key personnel to apply the Policies throughout the Company.

Managers and supervisors are required to:

- be familiar with and demonstrate their commitment to this Policy and promote continuous waste management performance;
- where appropriate; instigate formal hazard identification and risk assessment for the activities under their control;
- ensure that a project waste management plan is published, maintained, and complied with for their Project and distributed to all relevant parties;
- assign specific waste management duties to members of their site management team and subcontractors; and
- ensure that no toxic, noxious or offensive substance is discharged into the atmosphere, waterways, or land.

Employees

All employees are accountable through the management structure for conforming to the requirements of this policy and of statutory requirements. Every employee is required to:

- take care of and pay attention to the environment;
- co-operate in fulfilling the company's pursuit of continuous environmental and waste management improvement; • be familiar with and implement this policy; and
- conform to the requirements of the project environmental and waste management plan, where applicable.

A handwritten signature in black ink, appearing to read 'Luke Deasy', is written over a horizontal line.

Luke Deasy
Managing Director