

Purpose

This policy outlines Protech's objectives and commitments to sustainability and the environment; and the roles and responsibilities we set to deliver our brand promise of *Quality People. Every Time*, and our purpose to be a *positive influence in people's lives*.

Scope

This Policy applies to all Protech Group entities including both internal and field employees, and other persons engaged in the achievement of Protech strategic goals.

Objectives

Protech will develop a culture where environmental sustainability is valued and prioritised in daily operations. This will be accomplished by embracing the elements of best practice environmental management such as:

- Reducing our consumption of all resources.
- Reuse and or re-purpose items whenever we can.
- Recycling all possible items.
- Continually improving practices to ensure Protech is a leader in sustainability.
- Complying with all legal and other legislations or regulations.

Responsibilities

Protech recognises that our activities have an impact on the environment and acknowledges that environmental sustainability and suitable environmental management are central to our future. As such, it is the role of all Protech stakeholders to act in accordance with our values and our adopted environmental and sustainability practices. Which requires all stakeholders to:

- Adequately segregate all waste and recycle all possible items in line with local council capabilities.
- Reduce and where possible eliminate the use of single use items within the workplace.
- Eliminate unnecessary travel across all levels of the business.
- Adopt environmental best practice wherever possible and increase the use of recycled items in daily works.
- Reduce our environmental footprint and consumption of natural resources.
- Suggest and assist in development of future internal and external environmental management initiatives.

Commitment

Protech management, employees and stakeholders are committed to:

- Obtaining and maintaining ISO 14001 Certification.
- Considering the life cycle perspectives in the design and development of Protech Group's Business.
- Complying with regulatory, legislative, and statutory requirements.
- Ensure that Protech participation in industries with high environmental impacts are consciously managed and supportive of transitional moves that improve environmental outcomes.
- Communicate breaches of our environmental obligations and assist team members to be better at sustainability and environmental management.
- Contribute to the continuous improvement of our environmental and sustainability initiatives.
- Conduct regular reviews of associated practices to ensure compliance.
- Acting with integrity and in accordance with Protech values at all times in relation to sustainability.

Approval

Marc Meili
Managing Director



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