

Joss Group will actively continue to develop an environmentally aware culture throughout the Company. Joss Group's activities must co-exist with the environment.

It is the Company's policy, therefore, to promote awareness of relevant environmental aspects including:

- Social and Economic Environment (Community Interaction)
- Cultural Environment (Heritage and Indigenous)
- Physical Environment (Soil, Water & Air)
- Biological Environment (Flora & Fauna, Revegetation, Noxious Weeds, Biodiversity & Nature Conservation)

Joss will:

- As a minimum, comply with relevant Statutory and Regulatory requirements
- Prepare, implement and maintain Contract Specific Environmental Plans and make them available to the public on request
- Ensure that environmental consideration and goals as set out in Contract Environmental Plans are relevant and responsible, and when offered, include input from other interested parties such as adjoining property owners and local authorities
- Ensure all personnel associated with individual activities, including subcontractors and consultants, are aware and understand their role in Environmental Management
- Continue to train and assist our staff to keep up to date with ever changing environmental issues and requirements
- Continue to improve our environmental performance and to prevent pollution resulting from our activities
- Consult with our employees regarding Sustainability

When our works are complete, Joss shall endeavour to leave the environment surrounding our work site in the same, if not better, condition than when we started.

The Joss Environmental System shall comply with the requirements of ISO 14001.

Environmental Objectives for the Company are established on an annual basis and they are reviewed as described in the Joss Environmental Manual.

**Paul Joss – Managing Director**  
**Colin Joss and Co Pty Ltd**

11<sup>th</sup> September 2023

