



Environmental, Sustainability and Community Policy

Purpose

The Environmental, Sustainability and Community Policy (policy) outlines the C&S Drainage Contractors (CSDC) commitment to ensuring its activities are conducted in a manner that will minimise impacts on the environment and the communities in which we operate and prevent harm to the health of people from exposure to potential emissions or pollution arising from our operational activities.

The policy applies to everyone that works at CSDC including our directors and all employees, contractors and consultants.

Breaches of the policy are treated seriously and those responsible may face disciplinary action, including termination of employment.

Principles and Values

In meeting its commitments and reducing the impact of activities, CSDC will comply with any applicable statutory requirements in Australia, as well as continuously strive to meet industry standards, codes of practice and (where contractually specified) the environmental requirements of our clients.

To achieve sustainable outcomes for all its work practises and activities, CSDC will:

- Consider environmental, sustainability and community commitments as part of organisational planning.
- Hold all parties working with CSDC accountable for meeting compliance with environmental targets
- Demonstrate genuine consideration and respect for communities.
- Strive to improve our environmental performance through waste reduction and reuse and recycling as far as is practicable. Where further improvements are difficult, carbon neutral programs shall be considered.
- Minimise pollution as a result of our operations, including the emission or transmission from our work sites of any noise, odour, atmospheric contaminant, or electromagnetic radiation that may unreasonably interfere with the health, welfare, convenience, comfort or amenity of any person.

- Not cause or allow serious or material environmental harm.
- Prevent unauthorised clearing of native vegetation, or contravention of the conditions of an authorised clearing permit.
- Purchase plant, equipment and materials (wherever practicable) that will prevent or reduce the likelihood of unauthorised emissions or pollution.
- Maintain any devices fitted to plant and equipment for the purpose of preventing or minimising unauthorised emissions or pollution.
- Not cause or allow waste to be placed in a position where it may result in environmental pollution, and where required, ensure transportation and disposal by an authorised provider.
- Ensure that dangerous goods are correctly stored and handled correctly.
- Continuously review our environmental management system in order to meet or exceed best practice.
- Establish work practices and programs that will result in 'Zero Harm' to people, the environment and the community in which we operate.

Reporting Violations

Breaches or suspected breaches of this policy must be reported to a Director. In some situations, it will not be appropriate to report a breach or suspected breach to a Director. In this scenario, a relevant State or Federal body governing the suspected breach should be contacted.

Consequence of Violations

CSDC will undertake disciplinary action against anyone in breach of this policy. Depending on the severity of the breach, the disciplinary action taken may range from informal warnings, performance management, formal warnings or termination of employment.

Illegal activities may also be reported to the appropriate authorities.

Any person who approves a violation of the policy by another person or who is aware of a violation of the policy by another person and, without good reason, fails to report or take appropriate action may also have disciplinary action taken against them. Furthermore, CSDC will not pay any penalties imposed as a result of an individual breaching any laws, regulations or statutory obligations as a result of failing to abide by this policy

This policy will be periodically reviewed by CSDC and changes implemented as required. Such changes will be notified to employees.

LAURA WILKINS

DIRECTOR

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