

## ENVIRONMENTAL POLICY

Pickwick 1A regards environmental management as a fundamental aspect of a sound business foundation. We are committed to focusing on environmental protection and sustainability, including the management of issues associated with climate change.

We understand the impact our business can have on the environment we operate in. We will identify and manage the impact of our services and work to minimise risks to the environment.

It is our policy to:

- Ensure that all employees have the knowledge and resources needed to meet our obligations and fulfill our commitment to environmental care
- Ensure the Company uses operating procedures necessary to identify, monitor and control the impact of our operations, the effective use of energy and the use of natural resources
- Ensure our operations, products and services comply with legislative and industry requirements, in addition to meeting the requirements set down in ISO 14001 relevant to our business
- Ensure the suppliers, stockists and subcontractors we deal with are aware of our Environmental Policy and are managed to ensure their compliance with this policy
- Communicate openly and constructively with relevant authorities and the general community to meet the needs and demands of growth that may result from our business products or services

We will monitor and evaluate our Company's performance in relation to the objectives and targets we have set to identify areas for the improvement. We will implement any changes identified to continually improve our performance, the conservation of our resources and the prevention of pollution.

We thank our employees, our suppliers and our subcontractors for their cooperation in this endeavour.

*Leanne Phillips*

Leanne Phillips  
Chairperson and Director  
Pickwick 1A Facilities Services Pty Ltd  
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