

**Sturdie Trade Services** is an electrical and security contracting company providing quality electrical and security services such as design, supply, installation and maintenance to the commercial and industrial sector of the construction industry, and provision of other combined facilities management services. This policy has been founded on a commitment to the protection of the environment including the prevention of pollution and to continually improve the System to enhance our environmental and operational performance.

**Sturdie Trade Services** recognises the importance of protecting the environment for the benefit of our clients, employees, shareholders and the community. Our commitment is to deliver our projects in an environmentally responsible manner. To achieve our business objectives, we have implemented an Integrated Management System which meets the ISO 14001:2015 International Standard. Environmental objectives have been established and are regularly reviewed for continued suitability. Monitoring of these objectives is also undertaken to ensure key performance indicators are being met.

**Sturdie Trade Services** is committed to:

- Ongoing training, ensuring employees and representatives are appropriately qualified to undertake relevant tasks and have adequate resources available;
- Implementing environmental processes which are regularly reviewed to ensure they remain relevant to our operations and compliant with changes in legal and other requirements, including contractual conditions;
- Cooperating with appropriate authorities and ensuring all licences, approvals and permits are current;
- Conducting regular environmental audits of our operations to ensure waste and pollution are prevented and minimised;
- Maintaining a framework for reviewing environmental objectives and targets through analysing the environmental risks at each new site;
- Ensuring adequate environmental assessment of new projects and asset purchases;
- Developing and implementing emergency plans to minimise any adverse environmental impact;
- Ensuring workers are aware of their responsibility to control, minimise the impacts of and report any event or condition with the potential to harm the environment or breach a compliance requirement;
- Advising contractors and suppliers of goods and services of this Policy and their environmental responsibilities in relation to its operations.

Compliance with this Environmental Policy is mandatory for all employees and subcontractors and is a condition of employment and contract. Through training and education, all employees and subcontractors will be capable of meeting the objectives of this Policy.

Management fully endorses this Policy and the formal Integrated Management System which has been fully implemented through all areas of the Company. It is the responsibility of all management and staff to ensure it is understood, implemented and maintained throughout the Company.