



ENVIRONMENTAL POLICY

SCOPE

This Policy applies to all employees, contractors, and other people at workplaces under the management and control of Jolly and Sons.

COMMITMENT

Jolly and Sons is committed to creating positive sustainable outcomes for our clients, the people we work with and the communities we operate in. We will provide a working environment and culture where the environmental protection and sustainability is a driver of our core values and is a primary consideration in everything we do.

OBJECTIVES

- Comply with all applicable environmental legislation, codes and guidelines;
- Establish, review and document environmental objectives and targets to facilitate continual improvement, pollution prevention and not impact on the environment we operate in;
- Develop and promote a culture where management and staff both personally and collectively are committed to environmental sustainability;
- Promote the efficient use of energy, reduction of waste and recycling of materials in all our business activities;
- Influence our employees and contractors to act consistently with our approach towards responsible environmental practices; and
- Encourage the reporting of incidents so we can learn and use this learning to improve our controls to better manage our critical risks.

This policy and the associated objectives are periodically reviewed at least annually as part of Management Review process to ensure it remains relevant and effective for the company's ongoing success.

A handwritten signature in black ink, appearing to read 'Steele Jolly'. The signature is stylized and cursive.

Steele Jolly
Managing Director
9 March 2021