

ENVIRONMENTAL SUSTAINABILITY POLICY

Workpower



WHERE THIS POLICY APPLIES

This policy applies to all Workpower businesses and services.



RELEVANT LEGISLATION

- ↓ Environmental Protection Act 1986 (WA)
- ↓ Waste Avoidance and Recovery Act 2007
- ↓ Environment Protection and Biodiversity Conservation Act 1999
- ↓ Work Health and Safety Act 2020 (WA)
- ↓ *Work Health and Safety (General) Regulations 2022*

PURPOSE

Workpower's Board, and all employees share a responsibility to conduct our business to minimise environmental impacts and our ecological footprint.

This Environmental Sustainability Policy outlines Workpower's ongoing commitment to support the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work.

The aim of our Environmental Sustainability Policy is:

- Support Western Australia's Waste Avoidance and Recovery Strategy (Waste Strategy 2030)
- Continue to implement environmental practices within the organisation that are aligned to the Waste Hierarchy as part of WA's Waste Strategy 2030
- Continue to seek opportunities to further Workpower's commitment to environmental sustainability and waste avoidance and recovery
- Monitor and record the environmental practices and improvements internally
- Communicate environmental initiatives internally and externally

POLICY SCOPE

This policy applies to all of Workpower business and services, all Workpower employees and customers as well as sub-contractors.

PRINCIPLES & PRACTICES

Workpower respects its relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems.

Workpower is committed to the following principles and practices:

Compliance

- > Complying with relevant Australian Commonwealth, State and Local environmental policy, practices, regulations and legislation, and industry-specific legislation.

Avoidance

- > Reducing the consumption of natural resources in daily operations, including water, paper and energy.
- > Using and Storing Hazardous substances in ways that minimise the impacts on the environment.

Waste Recovery

- > Maximising the recovery and recycling of resources through;
 - Workpower Balcatta Recycling Division
 - Workpower Tamala Recycling Division
 - Workpower Kalamunda Recycling Division
 - Container Deposit Scheme via the Returnit/Recollect/Workpower partnership
 - Workpower paper shredding program
- > Disposing of waste appropriately, including e-waste at designated e-waste centres.

Community Participation

- > Supporting community groups/schools with National Tree Planting days via;
 - Workpower Wholesale Nursery
 - Workpower Environmental Services
- > Continuing to donate 5,000 seedlings per annum to other not-for-profit to assist with their efforts to reduce their carbon footprint.

Awareness and Participation

- > Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- > Where possible, encouraging suppliers to meet high standards of environmental performance.

Climate Change Mitigation & Adaptation

- > Committing to the principles of preventing pollution to the environment and continual improvement.
- > Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel

Continuous Improvement

- > Monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts.
- > Reporting on Workpower's environmental performance in both internal and external communications, where relevant.

POLICY REVIEW

Workpower's Environmental Sustainability Policy is not intended to be a static document. As part of Workpower's quality management system and the commitment to its ongoing development the policy will be reviewed annually.