



ENVIRONMENTAL MANAGEMENT POLICY

Date : 4 July 2024
Document No. : i24s-POL-017-1



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Document Control					
Version	Reason for Issue	Date	Prepared	Reviewed	Approved
A	Risk Management (Governance and Compliance)	15/2/2023	Anton Pickett, (Operations Manager, Civil & Construction)	Justin Kickett (Executive Director)	Angela Kickett (Executive Director)
1	Review	4/7/2024	Anton Pickett, (Operations Manager, Civil & Construction)	Justin Kickett (Executive Director)	Angela Kickett (Executive Director)

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- b) using the documents or data for any purpose not agreed to in writing by i24s.

1 PURPOSE

i24s Group Pty Ltd (“i24s”) (“the Group”) (ABN 74 650 861 402), is a 100 per cent owned and operated Aboriginal business. The Group is a leading provider of talent pipeline/workforce solutions, industrial equipment hire and goods, and outreach and advocacy services, for the Mining, Resources, Energy, Infrastructure and Property sectors.

Robust health, safety, environment and quality (HSEQ) management is integral to the way our teams work at i24s. The Group strives to achieve operational safety, environmental protection and quality improvement throughout our operations and services, in accordance with legislation, industry Standards and Codes of Practice, the respective requirements of the jurisdictions in which we operate and client’s needs.

The Group is committed the continuous improvement of HSEQ management, which is underscored by our leaders, employees, clients, sub-contractors and visitors embracing i24s’ policies and procedures that aid in preserving natural resources, protecting and restoring the environment, minimising impacts on biodiversity and reducing Greenhouse Gas (GHG) emissions.

The governance of this **Environmental Management Policy** (“Policy”) is overseen by the Group’s Officer, Angela Kickett.

2 INTRODUCTION

i24s’ developed this Policy to achieve our aim of having a minimal impact on our environment and ecosystems through our operations and the services we provide. We also collaborate with clients, sub-contractors and suppliers, to understand their impacts and dependencies, and apply a measured approach to reducing GHG emissions.

The Group is committed to continual improvement of our Environmental Management in readiness for pursuing ISO Certification in the future, as well as to providing any data required by other parties for sustainability reporting and disclosures.

3 SCOPE

This Policy applies to employees, sub-contractors, other parties undertaking work for the Group. When the following terms are referenced herein, “we”, “our” or “us”, we are referring to everyone at i24s. The scope of this Policy applies to all workplaces which are under the Group’s control.

4 COMMITMENTS

The Group is committed to:

- remaining abreast of environmental, biodiversity, climate, energy and related laws, regulations, industry Standards and Codes of Practice, and reporting and disclosure requirements, and we will update work practices accordingly;
- continually improving our environmental performance by periodically reviewing our objectives, targets and performance measures;
- managing activities so that any pollution or visual impact on air, water, land, flora and fauna are prevented or minimised;

- minimising the generation of waste through the adoption of sound waste management practices wherever practicable and ensuring that unavoidable waste is disposed of responsibly;
- charting a course to minimise GHGs, achieve net zero and where possible, contribute to regeneration of ecosystems;
- providing adequate training and resources to ensure these practices are carried out effectively across the Group;
- ensuring all works on Country are conducted with prior consent by Traditional Owners and with an understanding of how best to preserve Indigenous flora and fauna, among others; and
- remaining transparent, approachable and responsive to environmental concerns raised by clients, communities, and/or Regulators.

5 RESPONSIBILITIES

To achieve the abovementioned commitments, i24s has a responsibility to:

- ensure employees are aware and trained in the Group's Environmental Management, as well as ensure other stakeholder groups are also aware of i24s' approach to Environmental Management;
- respond to the requirements of regulators, clients, sub-contractors, suppliers and other parties requiring the Group's environmental data;
- ensure compliance with legal and contractual obligations;
- implement the requirements of the applicable environmental management procedures and processes;
- participate in the risk management processes and use the tools provided by the Group and/or clients;
- make this Policy available to all parties and to periodically review this Policy to ensure it remains accurate and effective; and
- ensure the said parties comply with this Policy.

6 GOVERNANCE

The governance of this Policy is overseen by the Group's Officer, Angela Kickett. For further information about this Policy, please contact i24s on +61 8 9209 2090 or admin@i24s.com.au

Angela Kickett

Angela Kickett

Co-Founder/Executive Director

