

ENVIRONMENTAL SUSTAINABILITY POLICY

Commitment

It is the policy of CMW to formalise our commitment to supporting the principles of environmental sustainability and recognise that a sustainable environment is central to our lives and our work. CMW's environmental sustainability policy will be intrinsically linked to our Health & Safety and Quality Assurance. CMW's Management System has been developed using the principles of AS/NZS ISO 14001.

CMW respects our 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.

We will endeavour to comply with all relevant environmental legislation and best management practices. Our activities will be continuously monitored and upgraded, through measurable objectives and targets, in line with our policy and external influencing factors. These factors include environmental legislation, changes in technology, and market pressures. It is company policy, to continually improve our environmental performance, enhance our legislative compliance, prevent pollution, and always conserve natural resources. CMW will minimise adverse environmental impacts of the services we deliver by using the best available techniques.

We will make available all necessary information and training to both our employees (and the public where appropriate) to implement this policy and raise awareness of the potential environmental consequences of our activities. CMW will continue developing and building partnerships with the relevant local authorities, regulators, our clients, and any local resident groups where our work may take us.

CMW aims to achieve the above by:

- Implement environmental actions within the company, including but not limited to reducing the consumption of natural resources in daily operations, including water, paper, and energy.
- Identifying the environmental aspects of its activities.
- Training our people and contractors to implement the Environmental Sustainability policy.
- Complying with relevant federal, state, and local environmental policy, practices, regulations and legislation, and industry-specific legislation relevant to Environmental management practices.
- Maintaining, monitoring, reviewing, auditing and continually improving our environmental performance and working towards targets set to reduce adverse impacts.
- Providing sufficient resources and establishing and assigning appropriate roles to implement and maintain the Environmental Sustainability Policy.
- Engaging suitably qualified, skilled, and experienced people to provide environmentally sound solutions.
- Identifying, reporting, investigating, and resolving all non-conformances and taking action to prevent recurrence.
- Monitoring and evaluating the Environmental performance of consultants, subcontractors and suppliers and implementing effective communication with them on environmental and compliance issues and where possible, encouraging suppliers to meet high standards of environmental performance.
- Establishing, reviewing, and communicating performance measures and taking action to improve outcomes.
- Understanding internal and external issues that are of concern to CMW and its interested parties in context of the organisation.
- 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.
- Communicate environmental initiatives internally and externally.

Responsibilities

All CMW personnel are accountable for implementing this policy in their area of responsibility and contributing wherever possible towards the improvement of the system.

Our Management Team are responsible for:

- The effectiveness of the system, its integration with CMW's processes and ensuring that appropriate objectives are established.
- Promoting the importance of the system and of conforming with it, use of the processes and risk-based thinking.
- The provision of resources to meet CMW's Environmental commitment.
- Promoting the importance of the system and of conforming with it.
- Engaging with and supporting staff to contribute to the effectiveness of the system and ensuring that the system achieves the intended results.
- Involvement in the development, promotion, implementation, and continuous improvement of Environmental policies and CMW procedures.
- Supporting all staff in demonstrating leadership in their areas of environmental responsibility.

Review

This policy will be reviewed annually by the management team.

Authorised by: Phil Chapman, CEO

Date: November 2024

Signature:



Policy Review Date: November 2025