

Environmental Policy

Access Group Solutions is committed to environmental sensitivity and sustainability in our business activities. We will integrate environmental considerations into our business planning and operations to minimise negative impacts and generate positive outcomes where possible.

To achieve this, Access Group Solutions' shall:

- Meet our legislative and regulatory requirements;
- Measure various aspects of our environmental performance, and seek to continuously improve our outcomes and promote customer satisfaction;
- Ensure processes are delivering intended output to minimise impact on environment;
- Set objectives for environmental performance improvement and assign responsibility to members of senior management;
- Provide employees with awareness and training to help them make environmentally appropriate decisions;
- Communicate information regarding our environmental management system, performance, and opportunities for improvement to customers, employees, suppliers, and the community via our web site and other means;

We also make the following commitments:

- Atmosphere and Climate Change - We aim to eliminate the release of harmful or toxic emissions into the atmosphere and significantly reduce greenhouse gases from our activities and operations.
- We will protect biodiversity and land quality through ongoing management of our operations.
- We recognise we must reduce our contribution to human induced Climate Change, and it is our long-term aspiration that all our business operations become zero net carbon as a minimum.
- Water - It is our long-term aspiration that all our business operations are zero net water as a minimum. We will therefore continue to reduce water consumption by improving the efficiency of water use in our activities including through recycling.
- Waste - It is our long-term aspiration that all our business operations are zero net waste as a minimum. We will continue to minimise the generation of wastes from all our

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activities and operations, and to recover resources within all waste streams for recycling and reuse.

Access Group Solutions where necessary, shall revise the objectives and policy as part of the management review of our Integrated Management System.

Policy and objectives are communicated to all stakeholders. All data generated by our Integrated Management System will be utilised to continuously monitor these objectives and ensure its continued effectiveness.

A handwritten signature in black ink, appearing to read "Fred Khoury", is written over a horizontal dotted line.

Date: 1/7/2023

Fred Khoury
Managing Director