

Environmental Policy

Onetide recognises the importance of protecting and enhancing the health, diversity and productivity of the environment for the benefit of our clients, staff members, shareholders and the community and future generations.

Our commitment is to minimise or eliminate pollution and other damage to the environment caused by our products, projects and services.

This is achieved through:

- Complying with environmental legislation, regulations, codes of practice, ISO14001, guidelines and contractual conditions;
- Setting up objectives and targets with the aim of eliminating work related incidents in relation to our activities, products and services; and
- Defining roles and responsibilities for the management of our environmental externalities.

Strategies will include:

- The use of environmentally friendly in product design, wherever practicable;
- Continually improving our environmental management performance by regular reviews and setting realistic, measurable environmental objectives and targets;
- Measuring our progress toward achieving our environmental objectives through the use of the Improvement Register and annual Management Review Meetings and taking further preventative actions taken as necessary;
- Preventing pollution of the environment from activities over which we have control;
- Conducting business with suppliers who also have a commitment to responsible environmental management;
- Addressing, as a priority, threats of serious or irreversible environmental damage;
- Conserving biological diversity and ecological integrity;
- Using the real cost of environmental factors in project decisions;
- Providing training and education to staff members and contractors.

All staff are authorised and expected to stop work and immediately notify their supervisor if a task is likely to create a significant environmental impact.

We will plan and manage our activities in accordance with best practice environmental management principals. This includes achieving an equitable balance between environmental, social and economic considerations.

This policy and associated procedures will be reviewed every twelve months in consultation with relevant parties and on the occasion of any changes or amendments to the relevant legislation.

Signed:



Date 2 January 2025

Chief Operating Officer - Onetide Enterprises Oceania Pty Ltd