

## Environmental and Sustainability Policy Statement

The Company recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods.

The Company endeavours to:

- integrate the consideration of environmental concerns and impacts into all of its decision making and activities;
- promote environmental and sustainability awareness among its employees and supply chain partners to encourage them to work in an environmentally responsible manner;
- train, educate and inform employees about environmental and sustainable issues that may have an impact on their work;
- reduce waste through re-use, recycling and by purchasing recycled, recyclable or refurbished products and materials where these alternatives are available, economical and suitable;
- promote efficient use of materials and resources throughout the Company facilities including water, gas, electricity and packaging;
- reduce the need to travel by utilising the use of travel alternatives such as phone or video conferencing;
- communicate environmental commitments to clients, employees and supply chain partners;
- strive to continually improve our environmental and sustainable performance, preventing pollution of the environment and minimise the social impact and damage of activities by periodically reviewing our environmental and sustainable policy in light of our current and planned activities; and
- comply with all environmental legislation that is applicable to the Company.

Signed:



Kenny Boyle  
Group Managing Director, PeoplePlus

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