

## **ENVIRONMENTAL POLICY**

The Neumann Associates Group of Companies is committed to a clean, healthy and ecologically sustainable environment. As such, the Neumann Associates Group of Companies recognises its responsibility to conduct all of its operations in a way which will minimise and reduce the impact on the environment and its natural resources.

This environmental obligation is the responsibility of managers, supervisors and employees at every level of the company and will be achieved through the following key objectives:

- Comply and exceed the requirements of all applicable laws, regulations and standards. Where adequate laws do not exist, we will adopt and apply standards that reflect this commitment.
- Communicate openly with all regulatory bodies and stakeholders to resolve issues and ensure the development of an informed and balanced view of our activities.
- Ensure management are actively involved and provide demonstrated leadership to support continuous improvement in environmental performance.
- Communicate and consult with all employees (and others), to increase their awareness of their environmental obligations and responsibilities.
- Strive to continuously improve our environmental management systems and practices through a process of auditing, review and revision.
- Investigate and ensure a prompt response to all work-related environmental incidents and develop corrective action to prevent recurrence.
- Seek to prevent pollution before it is produced, reduce the amount of waste at our operations and support pollution prevention by our customers and suppliers.
- Adopt best available practices for the reduction of emissions to air, water and land, and for the conservation of water and energy.

This signed policy confirms our personal commitment to minimising and reducing the environmental impact of our operations to ensure that we achieve corporate responsibility, statutory compliance, due diligence and meet and exceed community expectations.

*Environmental awareness is everyone's responsibility.*

*Derek O'Connell*

Derek O'Connell  
Chief Financial Officer  
Neumann Associates Group of Companies



Mike Carroll  
Chief Executive Officer  
Neumann Associates Group of Companies