

## SCOPE

This Environmental Policy is applicable to all Glad business operations and workers.

## PURPOSE

This policy confirms management's commitment to conducting business operations in an environmentally responsible, sustainable and restorative manner for the protection of the environment. The policy defines a framework for managing the environmental aspects of Glad Group's activities and services; for setting/reviewing objectives and targets; and for continual improvement of Glad Group's environmental performance.

## ENVIRONMENTAL MANAGEMENT

The Policy and documented Environmental Management System covers Glad Group's integrated services business model including cleaning, security and maintenance services provided at client sites. The Environmental Management System is certified to ISO 14001 and is to meet the sustainability requirements of our clients.

We conduct our business operations in an environmentally responsible and sustainable manner by:

## ATMOSPHERE

- Preventing air pollution and taking actions to minimise the environmental impact of our operations;
- Support and encourage our stakeholders to respond to climate change.
- Complying with all applicable environmental legal requirements and other Glad Group policies and standards, and where possible, exceeding the requirements imposed by them;
- Investigate opportunities to offset CO<sub>2</sub> emissions.

## BIODIVERSITY

- Continual research, trialling and use of environmentally friendly products and equipment to reduce impact on local biodiversity;
- Minimising harm to biodiversity by proper disposal of wastewater;
- Improving our understanding of biodiversity and environmental awareness through ongoing training, research, and the provision of educational and material resources.

## RESOURCE USE AND WASTE

- Minimising waste through re-use, recycling and efficient use of resources;
- Monitoring and reducing energy usage, where possible, and improving energy efficiency;
- Monitoring and reducing water usage, where possible;
- Utilising the integrated services business model, including waste, to take advantage of synergies and realise energy and water efficiencies and reduce waste;
- Where appropriate, working with clients to implement waste management plans.

## IMPLEMENTATION AND REVIEW

Glad Group is committed to continually improving its environmental performance through implementation of the following practices:

- Establishing measurable environmental objectives and targets, and measuring and reviewing performance against these objectives and targets to support continual improvement of operations and plans;
- Engaging with and working with clients, stakeholders and facilities managers to continually improve environmental performance and prevent pollution; and seeking feedback and input on environmental issues relevant to Glad Group. Where applicable, this may occur through the development and implementation of site-specific environmental management plans;
- Ensuring compliance with the above-mentioned requirements through regular site audits.

Glad Group will ensure the Environmental Policy is documented, implemented, maintained, and communicated to all employees and relevant suppliers and contractors, and is publicly available.

Nick Iloski  
**Managing Director**  
 Glad Group, comprising of:

Glad Group Pty Ltd | ABN 62 092 928 115

Glad Cleaning Service Pty Ltd | ABN 43 054 617 891

Mutual Cleaning and Maintenance Pty Ltd | ABN 53 006 516 810

Glad Maintenance Pty Ltd | ABN 85 127 522 481 | Contractor's Licence: 215410C

Glad Security Pty Ltd | ABN 122 097 590 | Security Licences: NSW 409557154, ACT 17502081, QLD 3199590, VIC Licence 763-211-20S, WA SA40606

