



ENVIRONMENTAL POLICY

1.0. PURPOSE

This policy describes management's commitment to conduct business operations in an environmentally responsible, sustainable and restorative manner for the protection of the environment. In managing our business, we continue to monitor and assess risks and opportunities arising from the impact of climate change and take these into account in business decisions.

Glad Group also acknowledges the United Nations Sustainable Development Goals advocating for responsible consumption and production of resources.

We understand the increasing environmental and social challenges caused by climate related impacts to the environment and their impact on the community and recognise that we have a role to play in limiting the long-term effects of human-induced climate change. The United Nations Climate Change agreements have resulted in an increasing number of governments and businesses adopting zero carbon emission targets by 2050 and Glad Group's commitment to environmental sustainability is driving us to achieve carbon neutrality in our own operations by 2025. Focusing our efforts on managing and operating Glad Group's own assets efficiently will enable us to:

- Minimise the impact of rising energy prices.
- Meet and exceed regulatory requirements.
- Play our part in the mitigation of climate change and its impacts
- Reduce the generation of waste.
- Ensure that we meet our stakeholders' expectations.

This policy defines a framework for managing the environmental aspects of Glad Group's activities and services and placing Glad Group in the best position to respond to anticipated growing regulation and societal expectations; for setting/reviewing objectives and targets; and for continual improvement of Glad Group's environmental performance while abiding with all legal requirements.

2.0. SCOPE

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

Glad Group recognises that some environmental aspects are under the Group's direct management control, while others are influenced by Glad Group working in collaboration with customers and the supply chain.

Glad Group, consists of:

- Glad Group Pty Limited | ABN 62 092 928 115
- Glad Cleaning Service Pty Limited | ABN 43 054 617 891
- Glad Security Pty Limited [trading as Glad Group Services](#) | ABN 122 097 590
- Glad Maintenance Pty Limited | ABN 85 127 522 481
- Glad Indigenous Pty Limited | ABN 13 648 519 957



- Auxus Pty Limited | ABN 12 655 147 292
- Stratium Global Pty Ltd trading as Unifyd Technology | ABN 86 923 901 715
- Glad Group NZ Limited | NZBN 9429 047 106 437

3.0. POLICY STATEMENT

To conduct our business operations in an environmentally responsible and sustainable manner Glad Group prioritises:

Management approach

- Managing environmental impacts systematically through an integrated environmental management system consistent with ISO14001:2015.
- Maintaining on-going compliance with environmental legislation and regulation.
- Minimising potential environmental impacts from our upstream or downstream supply chain.

As a service provider, some of Glad Group's most significant impacts relate to the way that our customers manage and reduce their carbon emissions or dispose of the waste generated by the occupants and visitors to those assets. Where this is the case, Glad Group is committed to being an active participant in the identification of opportunities to minimise emissions and maximise the efficient use of resources.

Atmosphere

- Minimising emissions to air, transitioning to renewable energy and achieving net zero greenhouse gas emissions by 2025.

Waste, resources and biodiversity

- Minimising emissions to land and water through the effective management of resources, materials and waste streams.
- Reducing resource use including energy, water and materials.
- Supporting and participating in a circular economy approach.
- Recognising the importance of biodiversity (even though our impacts are generally minimal).

Water

- Efficiently managing our water consumption.

Engagement

- Educating and engaging our employees on their role in managing and minimising Glad Group's environmental impacts.
- Supporting and encouraging stakeholders, including our suppliers, to improve energy management, reduce their carbon emissions and consider and adapt to the impacts of climate change, with a view to building broader community resilience.



Implementation and Review

Glad Group implements this policy through the Environmental Management System and related specific procedures, which are an integral part of Glad Group's Integrated Business Management System. This includes:

- Calculating the carbon footprint of our business.
- Developing measurable environmental objectives and targets for our own business and operations and assigning actions and owners via a plan to achieve these objectives and targets.
- Engaging our people in the delivery of our Environmental Management System.
- Measuring and reviewing performance against the objectives and targets to support continual improvement of operations.
- Ensuring compliance with all requirements through management review and regular site audits.
- Periodically publicly reporting on performance.
- Reviewing the Environmental Management System, adopting a continuous improvement approach
- Actively protecting biodiversity and the natural environment through activities such as continuing to deliver on other environmental objectives like carbon neutrality and considering biodiversity impacts in the selection of goods procured.
- Monitoring and assessing climate change adaptation risks and opportunities.
- Reducing consumption and procuring materials with recycled content and materials that are readily recycled or reused, including supporting our suppliers and customers to improve goods selection and prioritise waste recovery in their operations, to minimise broader environmental impacts.

Where we do not have direct control of the property we engage and work with customers, stakeholders and facilities managers to improve environmental performance. Where applicable, this may occur through the development and implementation of site-specific environmental management plans, which might for example include waste management plans.

This policy is communicated to all employees and relevant suppliers/contractors and is made publicly available. Ultimate responsibility for the implementation and review of this policy sits with the Glad Group's Senior Leadership Team, with oversight and support from the ESG Committee.



4.0. ROLES AND RESPONSIBILITIES

The below table lists roles and responsibilities relevant to the policy and to subordinate policy documents, including procedures, guidelines, frameworks or plans.

ROLE	RESPONSIBILITY
National ESG Manager	Glad Group ESG Strategy that reflects environmental focus and priorities
National ESG Manager	Environmental Management System
Head of Risk & Compliance	Risk Management Framework

5.0. DEFINITIONS

- **Biodiversity:** the variety of plant and animal life in the world or in a particular habitat, a high level of which is usually considered to be important and desirable.
- **Circular economy:** An economic model designed to minimise resource input as well as waste and emission production.
- **Carbon emissions:** Measured in CO₂e, measures the carbon dioxide equivalent that may be released from a chosen human activity.

6.0. LOG OF CHANGES

DATE	AMENDMENTS	AUTHORISED BY	REVISION
12/12/21	General updates to policy	Nina Collinson	1.0
6/6/22	Policy included in new template	Nina Collinson	2.0
28/6/22	Minor updates for references to climate change and biodiversity	Chris Atherton	2.1

7.0. RELATED POLICIES AND PROCEDURES

- WHS Policy
- Quality Policy
- ESG Strategy, 'A Force for Good'



8.0. CONTACT FOR QUESTIONS

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Authorised by:

Steve Iloski
Chief Executive Director

