



## ENVIRONMENTAL AND SUSTAINABILITY POLICY

Budget Workforce is committed to undertaking business in a manner that is environmentally responsible, having due regard for standards and expectations of the community and the relevant environment legislation and regulations. Any customer and community specified environmental requirements or issues are also observed as part of our commitment to meeting and satisfying our requirements.

Minimising our adverse environmental impact, and care for the environment is the responsibility of all Budget Workforce personnel at every level of the Company.

To achieve this stated policy outcome, the commitment and contribution of each and every employee is required through:

- Taking responsibility for ensuring they are familiar with and adhere to the EMS.
- Providing & participating in all relevant training.
- Considering environmental impact as an integral part of our work.

Budget Workforce promotes a work environment and environmental management system that is characterised by:

- A systematic approach to controlling environmental hazards and risks through the development and implementation of suitable policies and procedures.
- Effective management demonstrated by commitment and direct involvement at all levels of the company.
- Outperforming teamwork with effective two-way communication as an integral part of every job.
- Provision of appropriate facilities, equipment, education, training and supervision for employees and contractors.

In its activities Budget Workforce is committed to ensure all work sites are maintained to prevent unacceptable risks to employees and the environment. This will be achieved by:

- Ensuring there is a system in place aimed at protecting the environment and preventing pollution.
- Developing a continual educational program on environmental awareness that will be disseminated to all employees and contractors.
- Facilitating continuous improvement through periodic review of objectives and performance measures, systems, practices and procedures to ensure their continued effectiveness and relevance.



**BUDGET**  
**WORKFORCE**

MATCHING THE RIGHT PEOPLE TO YOU

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Signed:

A handwritten signature in black ink, reading "Harjinder Singh", written in a cursive style. The signature is underlined with a single horizontal stroke.

**Harjinder Singh**  
**Managing Director**  
**Budget Workforce Pty Ltd**  
**Date: 1<sup>st</sup> February 2021**