

The Company believes that protecting the environment is integral to sustainable development. Sustainable development represents the balance between economic development, environmental protection and social responsibility.

Plans and objectives appropriate to the context of our activities will be established and implemented as required to ensure the continual improvement of our services. The Company will ensure that the necessary resources are made available to execute plans and achieve stated objectives. The review of environmental performance will occur at regular intervals. The Executive Management Team is accountable for the implementation of this Policy and the management of Environmental issues on a day-to-day basis.

The Executive Management Team is committed to a goal of sound environmental management and sustainable development and will seek to achieve this by:

- Complying with all applicable environmental statutory requirements, regulations, codes of practice and voluntary agreements;
- Minimising the environmental impacts of all our operations;
- Operating as an environmentally and socially responsible neighbour;
- Adopting and enforcing internal standards that ensure continuous environmental improvement associated with our activities;
- Maintaining effective communication channels with employees and the community in relation to environmental matters;
- Providing the necessary resources for training employees in their environmental responsibilities and encouraging their participation in all matters relating to our environmental management activities;
- Ensure energy efficiency, optimum use of raw materials and the reduction of waste in all operations;
- Considering environmental impacts and sustainability through all stages of product life cycle:
  - development, introduction, growth, maturity, and decline
- Ensuring the responsible storage and disposal of all waste products;
- Responding to the challenges presented by climate change by identifying opportunities to reduce its carbon footprint and greenhouse gas emissions;
- Striving to identify and implement operational improvements that will enhance our environmental performance and sustainability practices;
- Committing to protecting the environment, including prevention of pollution, and will seek to ensure waste materials are segregated and disposed of via the best possible environmental route;
- Maintain our Environmental Management System to the requirements of ISO 14001;
- Ensure that the Company Environmental Policy is communicated to all our employees.



Olie Back  
**CEO, Elemera**  
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