

## Kordia Group Environmental Policy

Kordia is an industry leader in the provision of services to the Telecommunications and Information Technology sectors. We recognise the importance of maintaining and enhancing the quality of the environment for the benefit of clients, employees and the community.

**We are committed to continually improving our environmental performance in the delivery of our services by setting objectives, measuring progress and communicating results.**

To deliver this commitment, we will:

- Comply with or exceed all applicable legal and other requirements that relate to our environmental aspects;
- In Kordia Solutions Australia, develop and maintain an environmental management system that meets or exceeds the requirements of ISO 14001 and is integrated into our business requirements;
- Make business decisions that prevent pollution and work towards achieving sustainable development;
- Strive to conserve resources, minimise waste and eliminate or minimise adverse environmental aspects and impacts associated with our products, services and operations;
- Communicate our environmental objectives and expectations to all employees and other stakeholders as appropriate;
- Ensure that all employees, subcontractors, suppliers and consultants are aware of and have the necessary skills to fulfil their environmental obligations with respect to our operations;
- Work with our clients and other stakeholders to help them achieve their environmental objectives and obligations;
- Induct staff to enhance awareness of employee's environmental obligations;
- Maintain the relevance of our environmental management through periodic review and revision;
- Achieve continual improvement of our environmental performance by developing and maintaining performance evaluation procedures and associated indicators.

This policy statement and associated procedures will be reviewed annually with the aim of ensuring best practice is used in order to achieve effective and responsible environmental management within the business.

***We will respond to environmental challenges in all areas of our business.  
It is the responsibility of every employee to implement the objectives of this policy.***



Date: 14 March 2018  
Version 2.0

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Scott Bartlett  
Kordia Group CEO



Environment  
ISO 14001

