



Environmental Policy

Symal Group Limited

Date of adoption: 1/11/2024

1. Purpose and scope

Symal focuses on positive outcomes through the lifecycle of projects and products. With our people and ingenuity, we look to develop a thriving sustainable business. Symal is committed to the protection and improvement of the natural environment, cultural heritage, and communities in which we work through our environmental management systems.

This policy develops a framework for how Symal operates.

2. Definitions

‘Symal’ means Symal Group Limited and all its subsidiaries.

‘Employee(s)’ means a full time, part time, casual or volunteer employee of Symal and includes contractors and agents of Symal.

3. Policy

Symal commits to the enhancement and protection of the environment in which we work through leading practices and innovation for the entire lifecycle of our projects and products.

Our commitments to environmental protection and enhancement include:

- Collaboratively developing innovative methodologies to proactively manage environmental risks and impacts.
- Complying with relevant legislation, client requirements, environmental management systems through auditing and the availability of knowledgeable resources.
- Prevent environmental impacts and harm.
- Establishing and maintaining workplaces that aim to prevent environmental and cultural degradation.
- The development and continuous improvement of efficient and effective objectives, targets, and processes.
- Proactively reduce direct and embodied carbon emissions to meet business and client carbon reduction and climate change targets.

- Reducing waste to landfill via the waste hierarchy system and the incorporation of circular economy principles and opportunities into the design and execution of our projects and products.
- Procurement of products and services that reduce carbon emissions and integrate a circular economy to minimise environmental impacts and embodied carbon.
- Minimising the use of potable water and encouraging the use of water sensitive designs and methodologies.
- Train and develop our people to:
 - Achieve our environmental objectives and targets while enhancing the integration of people's environmental knowledge.
 - Respect and appreciate the significance of the natural environment, the cultural heritage of First Nations people, and European heritage.

Preventing pollution, reducing waste, protecting cultural heritage, and improving the communities we work in is integral to our everyday work life. All employees have a responsibility to ensure their work is carried out with an aim to minimise environmental impacts in line with our values.