



ENVIRONMENTAL POLICY

Hoskins are specialists in interior fit out and refurbishment projects. We are committed to our vision 'to create the best places' through incident and injury free workplaces wherever we have a presence. Our vision is supported by an uncompromising culture which holds the health and safety of people and the protection of the environment as first in all our business reviews and decisions.

To achieve our vision we are committed to:

- Setting measurable objectives and targets to ensure continual improvement aimed at eliminating environmental impacts from our activities and services.
- Complying with applicable legislative obligations, codes of practice, compliance codes, standards, compliance obligations and guidelines.
- Promoting environmentally sound building techniques and site management practices to prevent environmental harm and minimise waste and pollution associated with any of our operations;
- Defining roles, responsibilities and accountability to achieve clarity and predictability across our work force.

Key strategies to achieve our vision include:

- Documenting, implementing and maintaining continual improvement of a Health Safety Environment Management System.
- Integrating risk management principles in all core planning and delivery activities.
- Communicating environmental management system requirements, risks, impacts and changes in business influences to management and via project reviews.
- Regularly reviewing objectives and targets to promote continual improvement in performance outcomes.
- Strategically planning and regularly reviewing systems, processes and policies to reflect current requirements, objectives and targets, and to achieve continual improvement.
- Working with external stakeholders, including government and industry, to develop and promote leading practices and innovation.
- Investigating environmental incidents and reviewing the effectiveness of corrective and preventative actions to prevent recurrence.
- Communicating environmental information, including this policy, to employees, workers and interested parties.
- Implementing learning and development initiatives to increase environmental skills, awareness and competencies.
- Recognising, rewarding and sharing excellence in environmental processes with internal and external stakeholders.

I commit to the implementation of this Policy and the achievement of our vision, to create the best workplaces.

Brett Hoskins

Managing Director

July 2023