



# Environmental Policy

Talco Group acknowledges the traditional custodians of our operational locations. Talco Group recognises that environmental awareness and protection of the environment is crucial for environmentally and culturally sustainable practices.

Talco Group is committed to managing their operations to maintain current environmental standards through:

- Respect for Indigenous sites of special significance where applicable.
- A zero tolerance commitment from all management and employees to any form of workplace pollution. Any such concerns may be raised by any person in total confidence through the Safety and Environmental Committee.
- Gaining the total involvement and commitment of all Talco Group personnel to always consider their work and domestic habits and practices regarding waste production and disposal.
- Conservation of energy and raw materials and the reduction or recycling of wastes as much as possible through environmentally conscious design and proactive environmentally managed operations.
- Open, honest and transparent environmental practices to demonstrate Talco Groups environmental commitment to our workplace colleagues, clients, suppliers and the community.
- Compliance with all applicable legislation and Australian Standards.
- Proactively encouraging all employees to further their knowledge of environmental and sustainability issues through in-house training and external study.
- Ensure that Talco Group employees and contractors are informed of and understand their obligations in respect to this policy.

The operations of this policy and the identification of environmental requirements for Talco Group will be monitored by the undersigned having overall responsibility for environmental management.

A handwritten signature in black ink, appearing to read 'Patrick Nicholson'.

**Patrick Nicholson**  
**Director**  
**January 2023**