

Environmental Policy

Hermes Group of Companies

1. Purpose

The Hermes Group of Companies is committed to minimising our environmental impact and promoting sustainable business practices across all our operations. This policy outlines our dedication to compliance, continual improvement, and responsible stewardship of the environment.

2. Scope

This policy applies to all employees, contractors, and operations of Hermes Group of Companies in Australia and internationally.

3. Policy Statement

Hermes Group of Companies recognises its responsibility to protect the environment and is committed to integrating environmental considerations into our strategic decision-making and daily business activities. We will strive to prevent pollution, reduce waste, and use resources efficiently.

4. Key Commitments

- Legal Compliance: Meet or exceed all applicable environmental laws, regulations, standards, and other relevant requirements.
- Resource Efficiency: Promote the efficient use of energy, water, and raw materials throughout our operations.
- Waste Management: Reduce, reuse, and recycle where possible. Ensure safe and responsible disposal of unavoidable waste.
- Pollution Prevention: Identify, assess, and manage environmental risks to prevent pollution wherever feasible.
- Sustainable Procurement: Encourage the use of environmentally responsible products and services within our supply chain.
- Continuous Improvement: Set and review measurable environmental objectives and targets, and continually improve our environmental performance.
- Employee Engagement: Provide relevant information and training to employees and contractors to foster environmental awareness and responsibility.
- Stakeholder Communication: Communicate our environmental policy and performance to stakeholders, including employees, clients, suppliers, and the wider community.

5. Implementation

All managers are responsible for implementing this policy and ensuring that environmental responsibilities are assigned, understood, and carried out. Employees are expected to comply with this policy and report any environmental concerns or incidents.

6. Review

This policy shall be reviewed annually, or as required, to ensure its relevance and effectiveness in achieving our environmental objectives. Updates will be communicated to all stakeholders.

7. Contact

For any questions or further information regarding this policy, please contact the Hermes Group of Companies Environmental Officer at your local office.

Jay Hall

A handwritten signature in black ink, appearing to read "Jay Hall", on a light blue rectangular background.

Director
Hermes Group