

Environmental Policy

Goals

The objectives of this policy are to support Resonance in creating and sustaining appropriate environmental management systems. Resonance is committed to:

- Creating and maintaining an environment where management and staff work cooperatively to minimise our impact on the environment
- Complying with legal and statutory requirements
- Operating in accordance with client, Australian and international standards
- Improving and adapting work practices to meet our clients' requirements
- Effective and efficient use of resources
- Investing in the equipment, facilities and training needed to support effective environmental management practices.

Scope

This policy applies to all employees and contractors of Resonance.

Responsibilities

Resonance strives to fulfil environmental obligations through ensuring:

- Work methods and procedures are safe, sustainable and in accordance with relevant standards and legal requirements
- Equipment is selected and maintained with regard for environment impacts
- Environmental hazards are identified, risks are assessed, and environmental impacts are effectively controlled at sites and workplaces
- Video conferencing facilities are used wherever possible to limit travel miles
- Local resources are used wherever possible to limit freight and travel miles
- Waste is minimised and disposed of in accordance with regulatory requirements
- Materials are reused or recycled wherever possible
- Energy efficient heating, cooling, lighting and appliances are used where feasible.

We will continually improve our environmental management system by:

- Ensuring our system complies with ISO14001:2015
- Monitoring performance of our system
- Identifying and acting on opportunities for improvement
- Maintaining the integrity of our system
- Ensuring responsibility and authority for environment systems is clearly defined and understood within the business
- Consulting and involving workers in decisions around environmental management systems.

Applying this policy

We seek the co-operation of all workers, contractors, visitors and others who may be affected by our business or undertakings. We encourage and support suggestions to support sustainable processes and outcomes. This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

Reviewing this policy

Management will review this policy annually, in consultation with workers:

- to assess the effectiveness of the policy
- by reviewing our overall environmental performance
- by monitoring the effectiveness of policies and procedures.

Communicating this policy

This policy will be made available on our website.

This policy will be displayed in our workplace/s.

All workers, contractors and others affected by our business or undertakings will be provided with a copy through their manager or supervisor.

New workers will be provided with a copy as part of their induction.

Supporting documentation and legislation

ISO 14001:2015 – Environmental Management Systems.

Approved

Timothy Phillips

Director

20 November 2024

Patrick Cullinane

Director

20 November 2024

Version

Version 1.3