

# ENVIRONMENTAL POLICY

Founded in 1972 as an air-conditioning sheet metal fabrication business, Jako Industries Pty Ltd has evolved into a broad based mechanical services company. We now design, manufacture, install, commission, maintain and service air-conditioning, heating, ventilation, refrigeration, dust control and process cooling solutions. These services are provided to commercial developments, local government/community buildings, telecommunications sites, defence bases, industrial facilities, aviation facilities, hospitals and academic institutions.

This Policy Statement represents our commitment to conduct our operations so as to minimise adverse changes to the environment and maximise those beneficial effects of our activities.

In doing so, we use ISO 14001 as a benchmark to assist us comply with our legal, moral and contractual obligations and to help us meet our commitment to protecting the environment and preventing all types of pollution.

Specific goals and commitments under this Policy are to:

- Train, educate and mentor our staff and other personnel under our management about the obligations, responsibilities and standards required to maintain an environmentally-responsible culture;
- Define responsibilities and procedures to comply with all relevant environmental legislation and regulations and to fulfil all other compliance requirements to which we subscribe relating to our environmental aspects, as applicable in our workplace;
- Engender all employees to actively participate in the identification and control of workplace hazards and risks and the impacts of our activities in relation to the environment;
- Reduce the incidence and costs, both personal and financial, of environmental damage;
- Monitor and continually improve environmental performance in striving to achieve zero environmental damage;
- Establish, monitor and review other measurable environmental objectives and targets to ensure continual improvement aimed at the protection of the environment and prevention of pollution, and continual improvement of our Integrated Management System;
- Openly communicate this Policy to all interested stakeholders including the general public.

This Policy Statement is to be communicated as part of our corporate induction so that staff understand the role they have in its deployment. Uncontrolled hard copies may also be displayed to maintain visibility and awareness and provided to any interested stakeholder on request.

It is to be reviewed and revalidated annually as part of Management System Review.

A handwritten signature in black ink, appearing to be 'P. J. ...', is written over the text 'Managing Director'.

Managing Director

Date 1 October 2020