



Environmental Policy

The Garde Group is committed to conducting its operations in such a way that the environment is protected, adverse impacts are minimised and compliance with all relevant environmental legislation is ensured.

In order to achieve these objectives, compliance with the following standards will be met.

- Meet or exceed all legal and regulatory requirements for environmental management and protection; and where these are lacking or insufficient to protect the environment, apply standards which will ensure that the environment is protected.
- Maintain awareness within the company of the responsibilities of the company, its employees and sub-contractors to ensure the protection of the environment.
- Regularly review operations to identify and assess the environmental risks and exposures associated with the operations.
- Implement and maintain management systems, programs and procedures to minimise the risk of accidental releases of damaging or unhealthy material into the environment or minimise the impact of such releases should they occur. Control the discharge of all other waste and emissions which may harm the environment.
- Identify possible contaminates and where disposal is necessary, only the use of appropriately approved tipping or disposal facilities is to be made.
- Garde Management decides on a case to case basis whether to communicate externally, issues relating to significant environmental aspects.
- Garde Group will annually or when required, review its facilities and programs and shall establish environmental protection goals for continuous improvements.

A handwritten signature in blue ink that reads "Philip Garde".

Philip Garde

Executive Director

A handwritten signature in blue ink that reads "Garry Hobson".

Garry Hobson

Executive Director