

This policy relates to the following guidelines:

www.carbonoffsetguide.com.au
ISO Standards Spotlight: Environmental management systems - Standards Australia ISO 14001, Clause 6.1.3 & the Environmental Legal Register: Turning Every Compliance Obligation into Confident Legal Compliance (A Practical Guide for Australia) - Quality Assure Environment Essentials - ISO 14001:2015 environmental objectives
How to Set Meaningful Environmental Objectives and Targets

This policy relates to the following legislation:

Nil

Purpose and Scope

The purpose of this policy is to formalise the commitment that GTNT Group has to minimising environmental impacts and to reduce the impact of climate change. This policy details actions that will support that commitment, with the aim of being 'carbon neutral'.

The policy is underpinned by Australian Standard AS/NZS ISO 14001:2016, which provides a structured framework for organisations to reduce environmental footprint and improve on operational efficiency. GTNT Group aligns with ISO 14001 principles: Context, Leadership, Planning, Support, Operation, Performance Evaluation, and Improvement.

Objectives

- To create awareness among our staff and stakeholders of the potential environmental effect of operations with which they are involved, and how they can work towards minimising these environmental effects.
- To encourage and reward staff for generating initiatives that reduce company emissions, reduce costs and promote social and environmental causes.
- To assess the environmental effects our operations have on the environment and to continuously identify areas for improvement.
- To promote through all GTNT Group's activities, a sound awareness of, and favourable attitudes and behaviours towards the environment.
- To minimise waste-to-landfill, greenhouse gas emissions and other pollution.
- Reduce our consumption of power, water and natural resources and employ environmental considerations in all purchasing decisions.
- To comply with relevant commonwealth and state environmental legislation and policies.
- To communicate this policy and other environmental management commitments to all staff and stakeholders and make this policy available to the public via our website.
- Where there are no further options to reduce our carbon footprint, we will purchase accredited offsets to neutralise our carbon pollution.
- Assign KPIs and responsible persons for each objective.

Responsibilities

Human Resources

- Oversee processes for maintaining the Environmental Policy and Procedures.
- Educate and inform staff to help contribute to an 'Environmental' culture, which will contribute towards meeting our triple bottom line – people, profit and planet.
- Promote positive culture towards GTNT Group's environmental impact.
- Drive continuous commitment throughout GTNT to align with the Environmental Policy (EN) and the Staff Environmental Commitment (EN002-01).

- Coordinate and conduct annual environmental audits across all GTNT Group offices.

Management

- Demonstrate positive attitudes toward the 'Environmental' culture.
- Drive continuous commitment within departments to align with the Environmental Policy (EN) and the Staff Environmental Commitment (EN002-01).
- Ensure legal and regulatory compliance by maintaining and reviewing the Legislation Register.
- Oversee identification and assessment of environmental risks and ensure the Risk Register is current.
- Maintain effective operational controls and emergency preparedness across all sites.
- Monitor environmental performance and lead reviews.
- Communicate environmental requirements and ensure all staff receive appropriate training.
- Support continuous improvement by applying the Plan–Do–Check–Act cycle and driving corrective and preventive actions.

Employees

- Embrace, encourage and commit to the 'Environmental' culture in the workplace.
- Follow requirements of the Environmental Policy (EN) and the Staff Environmental Commitment (EN002-01), to ensure consistency of approach to all stakeholders.
- Assign KPIs and responsible persons for each objective.

Authorised by

This policy seeks advice for any changes from the Human Resources Manager.

This policy is authorised by the Senior Leadership Group and is endorsed by the CEO.

This policy relates to the following procedures:

All procedures containing a code preceded with (EN)