

4.1.1 Environment Policy

1. PURPOSE OF POLICY

The Altius Group is committed to the care of the environment and the prevention of pollution. Altius Group is committed to ensure all our daily operational activities are carried out in conformance with the principals of environmental sustainability. Our intent is to reduce consumption of natural resources such as energy, water and paper.

2. ENVIRONMENTAL CONSIDERATIONS

Altius Group seeks to minimise waste, promote recycling, reduce energy consumption, reduce harmful emissions and, where possible, work with suppliers who themselves have sound environmental policies. We ensure environmental criteria are applied to our procurement decisions.

In particular, in their day to day work, team members should endeavour to:

- Use Altius Group's printer assets responsibly and appropriately, as well as facilitate control of Altius Group's printer cost of ownership by preventing the waste of paper, toner and ink including by:
 - only printing documents when necessary; or where possible, avoid printing large files;
 - only printing in colour when necessary;
 - storing business related electronic documents on a local drive on the individual's workstation or our network-based file storage on SharePoint on the intranet.
 - Having all company printers set to default double sided printing.
 - Selecting suppliers who have responsible ink cartridge recycling practices
 - Sending emails, rather than hard paper copies.
- Minimise energy consumption with ultimate temperature settings in our offices.
- Use power saving modes on equipment and turning off lights and equipment at the end of the day.
- Install LED lights for new office fit outs and retrospectively for existing offices. We have made a commitment to install LED lights in offices as these use at least 75% less energy, and last up to 25 times longer. The project commenced with offices undergoing fit outs and has been expanded to retrospectively install in existing offices, therefore reducing carbon emissions..
- Achieve water and electricity consumption reduction through reducing power and light use when unwarranted and reducing flow heads on kitchen taps.
- Minimise waste and maximise recycling.
- Replace petrol company fleet cars with hybrid cars. We have made a commitment where possible to purchase Toyota Corolla hybrid cars which use 4.0L/100km fuel efficiency as compared to 7.4L/100km for similar sized cars that are not hybrid, therefore reducing the carbon emissions of car travel from Altius company fleet cars and improve air quality in the city.
- Collect data on our electricity and fuel usage and provide data comparison reports every six months to the Board of Directors in an effort to monitor and reduce our electricity and fuel

usage.

- Minimise pollution and carbon emissions of air or vehicle travel, through the use of video conferencing and similar when appropriate.
- Selecting and encouraging suppliers to meet appropriate environmental standards.

SUPPORTING DOCUMENTATION

Altius Group – Statement of Commitment to Climate Change

VERSION CONTROL

Document Version	Version Date	Next Review Date	Process Owner
2	01.06.2020	01.06.2022	Altius Group – WHS
3	05.06.2023	05.06.2025	Altius Group – WHS
4	12.12.2024	12.12.2026	Altius Group – HSW