



Environmental policy

'Pace' means Pace Appointments (VIC) Pty Ltd.

Scope

This policy applies to all direct employees, on-hire employees and contractors whilst at any workplace of Pace and any other place where the employee performs work for Pace.

Pace is committed to the prevention of pollution and environmental sustainability. Pace strives to balance our economic and operational requirements with our social responsibilities to minimise impact on the environment and surrounding communities. You are required to contribute to Pace's efforts to maintain continuous improvement in environmental sustainability. This policy provides the framework for setting environmental objectives and targets.

Objective

Pace strives towards minimising the individual and Pace's environmental footprint. Pace commits to abiding by any and all environmental regulations and regularly updating the practices used in house to enhance and improve the environmental impact. You are encouraged to report regularly on Pace's environmental performance and recommend any improvements. Pace strives to encourage all clients, contractors and external parties to partake in environmental sustainability.

Culture

You must participate and promote a culture of innovation and participation in improving the Pace's environmental sustainability. You are able to contribute by promoting the efficient operation of energy, reduction of waste and recycling of materials in all business activities, including the use of the Pace's facilities.

Further, you are able to facilitate and encourage ethical environmental practice and behaviour including respect for cultural and community values.

You are required to comply with environmental regulations applicable to the business and meet or exceed all relevant statutory obligations and codes of practice.

Sustainability practice

Pace endeavours to specify materials and construction techniques that are energy efficient whilst taking into account operational requirements. Environmental costs and benefits must be considered and taken into account throughout the lifecycle of products and services.

Sustainability principles, including environmental protection, social advancement and economic prosperity, are adopted by Pace to guide the design, construction and maintenance. Pace has adopted an ongoing process with the aim of strengthening our supply relationships and moving forward to ensure that Pace can deliver our clients a sustainable, well-designed outcome.