

Environmental Policy

1. Introduction

The Environmental Policy serves as IRP's affirmation to comply with all relevant state and federal legislation. IRP will ensure its currency through regular review and making necessary amendments according to legislative changes.

2. Scope

This policy applies to all employees of Industrial Recruitment Partners (IRP). This includes both internal employees and external employees (candidates) who work at Host Employer worksites.

3. Policy Statement

Industrial Recruitment Partners (IRP) embraces the principle of sustainable development, i.e. development which meets the needs of the present without compromising the ability of future generations to meet their own needs. IRP is committed to reducing our environmental impact and carbon footprint pursuing best practice in environmental performance.

4. Environmental Management Commitment

IRP will strive to:

- Continually improve its business performance and conduct its operations in an environmentally responsible manner.
- Commit to fostering the sustainable use of the Earth's resources by "treading lightly", recognising the approach of Australia's Indigenous people in minimising our impact on the land.
- Implement and maintain an Environmental Management System based on ISO14001 requirements. To do this we will endeavour:
 - Comply with all relevant environmental legislation and regulations, and other initiatives to which we subscribe;
 - Incorporate environmental better practice into our core business plans and management processes;
 - Minimise negative impacts we may have on the environment and implement pollution prevention practices through the efficient use of resources, and the reduction of emissions and waste;
 - Develop a Business wide framework for setting and reviewing our environmental objectives and targets, which will include key environmental management and performance indicators against aspects of IRP's operations.
 - Provide regular monitoring and reporting against these indicators to all staff;
 - Incorporate environmental better practice into all technological solutions, and the fit-out and operation of accommodation;
 - Ensure we work closely with our clients, suppliers, local communities, and other stake holders and interested parties to continually improve our processes in environmental better practice.
 - Foster the initiation and ownership of environmental activities by all our staff, thereby building a strong environmentally aware business culture.

5. Consequences for Failure to Comply

Failure to comply with this policy will be considered a breach of company policy and will be investigated and may be subject to a disciplinary procedure which can include instant dismissal. Please refer to the Disciplinary Policy for further information.

Owner
MLOC

6. Contacts for Questions and Information

For additional information relating to this policy, IRP employees can contact their IRP Account Manager or the General Manager on (08) 9477 7999.

As indicated below, this policy is fully endorsed by IRP Management.



Peter Spark

Director

16th January, 2023

Owner MLOC				
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