

Purpose

The purpose of this policy is to demonstrate Menzies commitment to environmental protection and sustainability, with a key objective to consistently meet or exceed best environmental practice by not causing harm to the environment and thereby protecting biodiversity by supporting long-term ecological balance.

Responsibility

This policy must be adhered to by all Menzies employees and other representatives acting on behalf of the Company, as environmental protection is a fundamental responsibility of all parties.

Overview

Menzies dedication to responsible environmental management is demonstrated via the implementation of a management system which is compliant with the requirements of ISO 14001 at selected work sites and the Victoria Office site at Glenferrie Road, Malvern.

Menzies is committed to operating in line with best environmental practices across all of our offices and site locations. As part of our management system activities, we will:

- Review the nature, scale and environmental aspects of our activities and services on a regular basis
- Recognise the risks and hazards that contribute to damaging or threatening the wellbeing of the environment and all living things (such as the ecosystems in which they exist)
- Plan, monitor and revise (as applicable), our operations to ensure the continual improvement of our environmental performance and the prevention of pollution or potential risk of damage to ecosystems
- Identify and comply with any relevant environmental legal and other such requirements as applicable
- Adequately control the performance of our activities to ensure that our environmental impacts are kept within acceptable levels
- Ensure that our environmental objectives and targets are set based on our previous performance and reviewed on an annual basis as a minimum
- Communicate our environmental commitments to our staff, customers, contractors and suppliers and ensure this policy is available to all interested parties

Related Policies and Procedures

- Corporate Social Responsibility Policy
- MMS-PRO-037 Risk Management Procedure
- MMS-PRO-026 Objectives & Targets Procedure
- MMS-PRO-022 Management Review Procedure

Authorised by:



Andrew Bond
CHIEF EXECUTIVE OFFICER

Translation can be arranged through your Branch Office for staff with this need.

- **Spanish Translation:** Por intermedio de la Oficina Regional se puede organizar traducción el personal que la necesite.
- **French Translation:** traduction peuvent être organisés par le Bureau régional pour le personnel avec ce besoin
- **Italian Translation:** Una traduzione potrà essere eseguita attraverso l'ufficio regionale per il personale che dovesse averne bisogno.
- **Serbian Translation:** Превод се може организирати преко Регионалне канцеларије за особље коме је потребно.
- **Croatian Translation:** Prijevod se može organizirati preko Regionalnog ureda za osoblje kome treba.
- **Greek Translation:** Μετάφραση μπορεί να κανονισθεί μέσω του Περιφερειακού Γραφείου για προσωπικό που έχει αυτή την ανάγκη.
- **Macedonian Translation:** Превод на текстови може да се организира преку Регионалната канцеларија за персоналот кој има таква потреба.
- **Russian Translation:** Перевод может быть организовано через региональное отделение для сотрудников с этим необходимо
- **Finnish Translation:** käännös voidaan järjestää aluetoimiston henkilöstön tämän tarpeen
- **Thai Translation:** แปลเอกสาร Regional Office สำหรับพนักงานที่มี ีข้อนี้ สนธิ

- **Arabic Translation:** مع هذه الحجة كميون ترجمة متو بيترتا من لاخل تكمااب بلقلامى للموظفين
- **Persian Translation:** بیظنته ابدیشار زاین دنیا ناندنمرا کوی اید ار ی ا مخطنم رتقد قیرطزا نداوتی م مجرت
- **Turkish Translation:** Çeviri Bölge Müdürüğü personeli için aracılığıyla bu ihtiyacı ile ayarlanabilir
- **Filipino Translation:** pagsasalin Maaari Maging hagdan pamamagitan ng Regional Office para sa mga tauhan na ito kailangan
- **Indonesian Translation:** terjemahan Bisa Diatur Melalui Kantor Wilayah untuk staf dengan kebutuhan ini
- **Malay Translation:** penterjemahan Bisa Dikawal Melalui Pejabat Wilayah untuk kakitangan dengan keperluan ini
- **Swahili Translation:** Tafsiri unaweza ukapangwa kupitia Ofisi ya Mkoa kwa ajili ya wafanyakazi na hitaji hili
- **Afrikaans Translation:** Hāy bō trí có thē djch qua Vān phōng Khu vưc nhān viēn có nhu cầu này
- **Vietnamese Translation:** Hāy bō trí có thē djch qua Vān phōng Khu vưc nhān viēn có nhu cầu này
- **Japanese Translation:** hon'yaku wa , chiiki jimusho no sutaffu wotsūjite, kono hitsuyō sei ni haichi suru koto ga deki masu
- **Chinese Translation (Traditional):** fān yì kē yì ān pái tōng guò qū yù bàn shì chǔ de gōng zuò rén yuán, zhè fāng miàn de xū yào
- **Chinese Translation (Simplified):** kē yì ān pái fān yì tōng guò qū yù bàn shì chǔ de gōng zuò rén yuán yǔ c