

# POLICY

## CORP-HSE-POL-002

# Environmental and Sustainability Policy

Energy Power Systems Australia Pty Ltd (EPSA) is committed to conducting its business activities in an environmentally sustainable manner and recognises the value of the environment to the community and future generations. We will work towards sustainable development by the responsible application of our products and services.

In support of our vision “We Give Our Customers the Sustainable Power They Need”, EPSA has an Integrated Management System based on ISO 14001:2015.

### Scope

This policy applies to all permanent, fixed term, casual and contractors who perform work for or on behalf of EPSA. They are referred to as “Team Members” for the purposes of this policy.

### Purpose

The purpose of this policy is to provide clear guidelines on the Environmental and Sustainability practises for the business.

### EPSA commits to:

- Encouraging a sense of environmental sustainability amongst our Team Members;
- Protecting the natural and cultural environment in all our operations in a socially responsible manner;
- Integrating the principles of continual improvement, waste minimisation and pollution prevention;
- Continually seeking to improve our environmental management system;
- Complying with applicable environmental legislation;
- Establishing, monitor and review environmental and sustainability and associated targets;
- Adopting measures where practical to minimise greenhouse emissions as part of business decisions; and
- Looking for opportunities to innovate for sustainability through our supply chain, products, technology, processes and Team Members.

EPSA's management team is accountable for the implementation of this policy and associated procedures.

### Application

This policy does not form part of a Team Member's contract of employment. It should be read in conjunction with the Team Member's employment contract, position description, and all other relevant policies and procedures. EPSA may make additions or alterations to this policy at any time.

### Grievances

All disputed aspects of the policy should be referred to the relevant line manager in the first instance. Escalated issues should be referred to the General Manager, who will work with the Human Resources team. If the dispute is not resolved at that level, then it will be referred to the Managing Director for final determination.



**Chris Murray**  
Managing Director

# Document Information

## Key Information

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<b>Owner</b>	GM HSEQ
<b>Business unit</b>	HSEQ
<b>Filename</b>	CORP-HSE-POL-002 Environmental and Sustainability Policy
<b>Date of next review</b>	18 March 2026
<b>Contact for enquiries</b>	Lance Deighton t: 03 8562 4139 e: Lance.Deighton@energypower.com.au

## Document version history

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Prepared by	Document Owner	Rev	Authorised by	Date of Release
Lance Deighton	HSEQ	1	Chris Murray	21 January 2021
Lance Deighton	HSEQ	2	Chris Murray	22 February 2022
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### Revision    Change Details

1.0	New document format, Policy renamed to included Sustainability practices Reviews Changed to Annually
2.0	Reviewed no changes
3.0	Reviewed no changes
4.0	Added – Scope, Purpose, Application & Grievances Addition of “supply chain” to the last commitment dot point
5.0	Addition of our vision and alignment to IS 14001 In support of our vision “We Give Our Customers the Sustainable Power They Need”, EPSA has an Integrated Management System based on ISO 14001:2015