

# Environmental Policy

## Policy Statement

The Acts and Regulations (*current revisions apply*) or the applicable Act for the location, imposes a statutory duty on employers and employees. To enable these statutory duties to be carried out, it is the policy of this organisation to ensure that responsibility for environmental matters is properly assigned, accepted and fulfilled at all levels of our organisation and that all practical steps are taken to safeguard the environment in the premises and the processes under our control.

**Callidus management are committed to the following environmental objectives: -**

- a) Compliance with all applicable environmental laws, regulations and standards.
- b) Establishing, implementing and reviewing a risk management framework that will reduce the impact our business operations have on the environment.
- c) Waste is managed by a duty of care. The disposition of hazardous waste is recorded and traceable.
- d) The efficient use of energy to reduce greenhouse gas emissions, water and raw materials.
- e) Promoting and facilitating the reduction, reuse and recycling of waste.
- f) Understanding on environmental matters by educating the various groups, authorities and individuals who interact with the organisation both internally and externally.
- g) This policy is communicated to all employees and available to all stakeholders, including the public.

**It is the duty of all the organisation's personnel to: -**

- a) Implement and recommend improvements to the policy aims noted above.
- b) Note that the principal person charged with making a given disposal decision is the Chief Executive Officer.

Authorised by:



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Ed Pepper  
Chief Executive Officer