

## Sustainability Policy

Contents	Sustainability Policy
----------	-----------------------

Policy statement	<p>At Protective Group we encourage awareness of environmental responsibilities and implement practices that contribute to a sustainable future.</p> <p>Sustainability is often thought about in terms of environmental sustainability—reducing waste, minimising consumption and protecting and conserving wildlife and natural habitats.</p> <p>Protective Groups sustainability aims for a balance between the principles of:</p> <ul style="list-style-type: none"> <li>• Environmental protection</li> <li>• Social justice</li> <li>• Economic well-being, and Diversity.</li> </ul>
Scope	The code applies to all Directors, employees, volunteers and contractors of Protective Group and its companies.
Guiding principles	<ul style="list-style-type: none"> <li>• Focus Protective Groups efforts on managing sustainability risks and opportunities, enhancing business performance and supporting the long-term interests of Protective Group</li> <li>• Promote a culture of accountability for sustainability outcomes and improve the sustainability knowledge and skills of employees.</li> <li>• Apply an environmental lens across all aspects of the Protective Group operations and activities</li> <li>• Providing a safe and healthy workplace</li> <li>• Creating an environmentally sustainable-aware culture, where responsibility is assigned and understood;</li> <li>• Being an environmentally responsible neighbour in our community</li> <li>• Conserving natural resources by 'reducing, re-using and recycling</li> <li>• Using, in our own operations, processes that do not adversely affect the environment</li> <li>• Ensuring the responsible use of energy throughout the organisation</li> <li>• Participating in efforts to improve environmental protection and understanding</li> <li>• Using our own professional expertise, where possible, to assist in the development of solutions to environmental problems</li> <li>• Striving to improve our environmental performance continually</li> <li>• Conducting rigorous audits, evaluations, and self-assessments of the implementation of this policy</li> <li>• Working with suppliers who promote sound environmental practices</li> <li>• Enhancing awareness among our employees, volunteers, and stakeholders – educating and motivating them to act in an environmentally responsible manner..</li> </ul>
Definitions	<p><b>Protective Group:</b> The company and its associated entities- Protective Services, TekSafe and International Student Care.</p> <p><b>Employees:</b> Persons formally engaged and paid by the organisation to undertake work on its behalf.</p> <p><b>Contractors:</b> Persons engaged by an agreement for a short or medium period to carry out work for the organisation. This may be in a paid or unpaid capacity.</p> <p><b>Clients:</b> Persons who are assisted by or receive services from the organisation.</p> <p><b>Customers:</b> Organisations that refer clients to the organisation or seek services from the organisation.</p>

Date	Status	Document name	Version	Review	Page
June 2020	Current	Sustainability Policy	1.0	June 2022	Page 1 of 1