

1. Purpose

The purpose of this policy is to set out WISE Employment's commitment towards the management of the environmental aspects of our company with specific focus on the conservation of resources and the reduction of waste.

2. Scope

This policy applies to all WISE Employment team members and encompasses all settings of WISE Employment operations and services (including all social enterprises), offices and depots.

3. Definitions

In this policy:

Continuous Improvement

A recurring process of enhancement to our environmental management system in order to achieve improvements in overall environmental performance consistent with this policy.

Environment(s)

The surroundings in which an organisation operates including air, water, natural resources, flora / fauna, humans and their interaction.

Environmental Performance

The measurable results of the organisation's management of its environmental aspects.

4. Relevant Documentation

- Environmental Protection and Biodiversity Conservation Act (Federal) 1999
- Dangerous Goods and Substances Legislation (Miscellaneous Amendments) Act 2008
- Protection of the Environment Operations Act (NSW) 1997
- Environmental Assessment Act (NT) 1982
- Environment Protection Act 2017
- Agricultural and Veterinary Chemicals (Control of Use) Regulations 2012
- Environmental Management and Pollution Control Act (TAS) 1994

5 Policy

5.1 WISE Employment is committed to fostering the sustainable use of the Earth's resources and will be carbon neutral.

5.2 WISE Employment aims to continuously improve on minimizing the negative impact it has on the earth, including its carbon footprint, through the application of environmentally responsible practices in its business activities to provide a clean and natural environment for future generations.

5.3 To help ensure that WISE Employment's activities incorporates the principles of sustainable development WISE Employment will:

- Promote an organisational culture of sustainable development and develop a culture which encourages a personal commitment to our Environment Policy.
- Manage our work environments in a way that ensures that resources are used wisely and to prevent or minimise pollution, waste and other adverse impacts on the environment.
- Work closely with its employees, contractors, suppliers and the community to develop and implement agreed environmental initiatives.
- Regularly review our business practices and determine whether each practice is suitable in an environmental context.
- Develop a monitoring program to assess its environmental performance and provide regular reports against set criteria and indicators in order to implement a process of continuous improvement.
- Communicate its environmental management practices internally and externally through the staff intranet and newsletters, our public web site and annual reports distributed to stakeholders.
- Review this policy periodically to ensure its currency with environmental laws, regulations and best practice.
- Independently audit our practices and determine whether our goals have been reached.