

ENVIRONMENT AND SUSTAINABILITY POLICY

OBJECTIVE

Gear Select is a majority-owned Indigenous profit-for-purpose company that provides equipment financing and leasing solutions and services, combined with the hire and sale of equipment nationally for construction, infrastructure and related sectors. Gear Select aims include providing a platform for Aboriginal and Torres Strait Islander people to become finance professionals and working with construction and infrastructure companies and other stakeholders to increase Indigenous employment. Gear Select is Supply Nation certified under the Federal Government's program to recognize and promote Indigenous-owned companies.

Management of Gear Select (Gear) is committed to pursuing a responsible business approach that promotes environmentally sustainable practices, including protecting the environment, minimising pollution, reducing waste and implementing our environmental management system to improve our performance.

Gear is establishing an Integrated Management System focused on best practice, including, as a minimum, compliance with all legislative requirements and a focus on continual improvement.

SCOPE

Applies to all Gear Select operational activities.

IMPLEMENTATION

In order to achieve this objective Gear will:

- Comply with all applicable national, state and territory environmental laws and standards
- Implement and continually improve our environmental and sustainability management system
- Work with customers and stakeholders to understand and address their needs and requirements
- Implement procedures and plans to identify and control the environmental aspects and impacts of our business operations
- Implement programs to assess risk and eliminate, or minimise, any negative impact on the environment by recycling materials where possible, actively encouraging waste reduction and implementing waste minimisation disposal methods
- Integrate environmental and sustainability considerations into the planning of operational activities, such as the impact of plant and work methods
- Educate our workers in their environmental and sustainability responsibilities
- Conduct business with suppliers and contractors who also demonstrate a commitment to responsible environmental management and sustainability
- Embrace a best practice approach to environmental performance and sustainability through the setting of objectives and targets and applying a process of continual review and improvement.

POLICY REVIEW

This Policy has been authorised by Gear Select's General Manager, George Rikiti. Gear Select will review this policy annually and may amend this policy from time to time to keep up to date with changes in the law, technology and best practice.

Authorised: George Rikiti
Position: General Manager
Date: 1/12/2018



Signature