

## **ENVIRONMENTAL POLICY**

Novel Group Pty Ltd holds the protection of the environment as one of its core values.

The Company seeks to enhance its performance as an environmentally conscientious and reputable Civil Contractor by setting and achieving objectives and targets for environmental management.

Novel Group is committed to protecting the environment by eliminating or minimising any adverse effects resulting from its operations and employs methods developed from industry best practice and in accordance with community expectations.

Novel Group will fulfil this commitment and maintain achievable standards in environmental management by:

- Conforming to appropriate State and Federal environmental legislation and other requirements, and working to achieve community environmental standards;
- Maintaining an Integrated Management System to meet the requirements of AS/NZS ISO 14001:2004.
- Minimising or eliminating pollution of the environment by achieving Company environmental objectives and targets;
- Implementing staff environmental training as needs are identified to facilitate continual improvement of the System and awareness of the Environmental Policy; and
- Undertaking reviews within all levels of the organisation to continually improve environmental performance, in particular Environmental objectives and targets.
- Using project-specific Job Safety and Environmental Analysis and Site-specific Inductions to ensure that measures to achieve the Company objectives and targets are clearly understood and aspired to in the workplace.
- Communicating the principles of its Environmental Policy to its employees.

The Environmental Policy will be reviewed and updated regularly to ensure that it remains appropriate and relevant to Novel Group's environmental obligations and responsibilities.

Signed



Andrew Story  
Director

Date: 15/12/2012