

# Environment and Sustainability Policy

Australian Cultural Heritage Management (VIC) Pty Ltd ("the Company") believes that reducing our impact on the environment is essential to our business success and sustainability. We aspire to be the 'consultant of choice' for our clients because of our environmental credentials.

We recognise the potential environmental risks (impact) that our work may introduce, however our business does not undertake any high-risk activity that can impact on the environment.

We seek to reduce our overall environmental footprint while delivering exceptional value to our clients. We conduct all our activities with the aim of minimising any adverse effects on the environment.

The Company will achieve these objectives by:

- Establishing and maintaining an Environmental Management System to help systematically reduce our impacts on the environment.
- Complying with all relevant laws and regulations and our standards and applying responsible standards where laws do not exist. Commitment to the prevention of pollution and the cumulative environmental impact of our activities at all levels.
- Seeking to reduce waste and improve resource use efficiency in our operating practices. Monitoring the effects of our activities and changing our practices to minimise our footprint. Setting internal targets which drive us to continually improve our environmental performance.
- Learning from our performance to continuously improve our processes, work practices and behaviours and sharing our lessons learned with others.
- Being aware of and accountable for our individual contribution to environmental performance and encouraging every employee day by day to respect our environment.
- In the unlikely event that waste is created, we will manage this by only utilising licenced contractors to manage that waste.
- Recycled and/or sustainable materials will be used to reduce our environmental impact wherever practicable.
- If for some reason, we are engaged in high-risk activities, we will ensure that all workers receive suitable training on the associated environmental risks prior to undertaking those activities.

Our environmental and continual improvement performance is audited annually as an integral component of our management system audits.

ACHM Management commit to setting and reviewing annual environmental and sustainability targets within the business.

The results of our annual performance and renewed annual targets will be communicated to our workforce, via email and at staff meetings and recorded in Deltek. This information will be made available to other stakeholders and clients upon request.

ACHM is committed to consulting with employees and external stakeholders, so far as reasonably practicable, on environment and sustainability issues and changes that may affect the workplace including:

- identification of environmental hazards;
- decisions made to eliminate or control environmental risks;
- review of environmental risk assessments;
- introduction of, or alteration to, procedures for monitoring environmental risks;
- decisions made in relation the adequacy of environmental management measures;
- proposed changes to the work premises, systems of work, plant or substances used which may impact environmental performance;
- decisions about consultation procedures, and any legislative requirements.

Policy Authorised by

Dr Shaun Canning  
Managing Director  
04/08/2025