

GANDEN Pty Ltd acknowledges that the environment is central to our business and to the quality of life. GANDEN Pty Ltd is committed to upholding the principles and practices of all requirements set out within the AS/NZS ISO 14001:2016 through providing multidisciplinary engineering and project management services in relation to water and wastewater asset management. We are involved in the process of taking water from the environment, treating it and putting it back into supply. Wastewater is received and treated before returning it to the environment. We assist our clients to strive for improvements in their environmental performance, the conservation of resources and the adoption of best environmental practice. We are committed to the sustainable management of the environment while providing value for money to our clients.

In particular, GANDEN is committed to:

- The protection and enhancement of our biodiversity and cultural heritage, using resources including water and energy efficiently, preventing pollution and minimising waste.
- Identifying, promoting and striving to achieve best practice in environmental management and continually improving the environmental performance of our operations.
- Identifying and assessing environmental risk and acting to eliminate or minimise environmental impacts that may arise from our operations.
- Establishing procedures for our employees and sub-contractors to follow which will eliminate or minimise pollution generated by our daily activities.
- Establishing measurable objectives and targets aimed at preventing pollution, improving environmental performance, reducing wasteful use of land and natural resources, reducing the company's physical footprint by rationalising storage aspects and implementation programmes to achieve these objectives and targets.
- Assisting and educating local residents and remote indigenous communities on how to best achieve drinking water and wastewater treatment objectives to deliver world-class public health and environmental outcomes.
- Formally monitoring, auditing, reviewing and reporting our environmental performance against defined objectives.
- Meeting, and where possible exceeding, all relevant environmental legislation, regulations and other requirements to which our organisation subscribes.
- Providing appropriate information, awareness, education, training, supervision and resources as applicable to employees and contractors to ensure clear understanding of roles, responsibilities and accountabilities for eliminating or minimising environmental impacts.
- Encouraging an equivalent environmental commitment from our customers, suppliers and contractors.
- Consulting and engaging with internal and external stakeholders, including suppliers on relevant environmental matters.
- Periodically reviewing and revising our Environmental Policy and procedures to maintain their relevance.

This policy is communicated to all personnel, is available from our website and displayed in our corporate offices.



Darron Nutt
 Managing Director
 GANDEN Pty Ltd
 15 September 2025

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POL02	6.0	Frederick Wecker	Darron Nutt	15/09/2025