



Environment & Sustainability Policy

PURPOSE

Consolidated Property Services Australia Pty Ltd (Consolidated) is a specialised commercial cleaning company recognised as a leader in Environmental and Sustainability and will:

- *Continually move towards best environmental and sustainability practices.*
- *Work in accordance with our accredited Quality, Safety and Environment Management System.*
- *Comply with environmental legal obligations and set goals and objectives.*
- *Identify environmental aspects and risks that could significantly affect Consolidated's operations, worker health, safety and/or the environment.*
- *Report 100% of environmental hazards or risks and record the potential to impact worker health, safety and/or on the environment*
- *Report 100% of environmental incidents and the severity of their impact on the HSE of our team, the broader community and/or on the environment*
- *Regularly review the Environment & Sustainability Policy and QHSE Management System to ensure they remain relevant, appropriate and align with Consolidated's continual improvement.*

The organisation will aim to ensure the protection of the environment including pollution prevention.

BACKGROUND

Our natural environment is under significant pressure including the growing impacts from climate change and the increasing loss of biodiversity, both caused by human activity. Consolidated Property Services recognises that a sustainable environment is central to our lives and our work in meeting the needs of our present clients, staff and communities without compromising the ability to thrive for future generations. This does not only mean protecting and regenerating our natural environment to encourage thriving ecosystems, but also ensuring social equity, inclusion and wellbeing and economic development.

SCOPE

This policy and associated procedures apply to all directors, staff and contractors working for the company.

POLICY

This Environment & Sustainability Policy formalises our commitment to supporting the principles of environmental sustainability. To deliver this commitment, Consolidated Property Services implements the following principles and practices:

Energy and greenhouse gases

- *Annually tracking and reviewing our GHG Emissions*
- *Reducing our Greenhouse Gas Emissions for Scopes 1, 2 and 3 in line with our commitment to the Science based targets initiative's Net Zero pathway.*



- Obtaining and gradually improving our NABERS Energy ratings for all our offices in line with our Sustainability Roadmap. To improve our Energy ratings, actions will include:
 - o 100% procurement of GreenPower for all our offices
 - o Undertaking further upgrades to our tenancies to improve energy efficiency
 - o Include environmental and energy performance ratings and assessments into our due diligence process for new tenancies
- Educating our staff on sustainability issues such as energy conservation and climate actions
- Balancing our remaining greenhouse gas emissions through annual offset purchase
- Purchasing and using products that increase energy efficiency, are Climate Neutral or manufactured through energy efficient processes, in accordance with our Environmental Sustainability & OHS – Procurement Guidance for Products & Equipment

Water

- Obtaining and gradually improving our NABERS Water ratings for all our offices in line with our Sustainability Roadmap. To improve our Water ratings, actions will include:
 - o Undertaking further upgrades to our tenancies to improve water efficiency
 - o Continue to deliver training to all staff on efficient water use
 - o Applying green cleaning practices across all our offices
- Encouraging clients to implement green cleaning practices in line with our Green Cleaning Policy
- Purchasing and using products that are water efficient, or are manufactured through water efficient processes, in accordance with our Environmental and Sustainability Procurement Policy

Chemicals, pollution, and waste

- Ensuring that all purchased and used chemicals are approved chemicals that minimise harm to our environment.
- Gradually increasing the percentage of approved chemicals used in our work to comply with our Green Cleaning policy and comply with the targets in our Sustainability Roadmap.
- Increase the percentage of biodegradable products in line with the targets in our Sustainability Roadmap
- Continuing to work with our clients to minimise waste to landfill and improve recycling and material recovery rates in the buildings we service and our own offices
- Gradually moving our offices to be paperless

Governance

- Provide our staff with the skills, knowledge and enthusiasm to deliver environmental and social benefit through a strong commitment to training, mentoring and learning.
- Within our business and our industry, seek out and challenge any everyday and structural inequalities that exist, and operate under the principles of fairness, dignity, and respect for all.
- Continue to improve diversity in all levels of our business including the Board and in Management



- Engage with our investors, tenants, suppliers and key industry bodies to provide sustainability leadership through advocacy and knowledge sharing.
- Monitor our sustainability performance, report our progress publicly against our targets and objectives, and achieve relevant third-party environmental certifications for our business and our services including Climate Active Carbon Neutral, Science Based Targets and ISO14001.

Responsibilities and review

It is the responsibility of the Board to establish and maintain policies and procedures and to bring these procedures into effect. We aim to make delivering our sustainability policy and roadmap a Key Performance Indicator for all directors, managers and employees.

Quantifiable Measurement / KPI

1. Ensure CPS gains certification against the ISO 14001 standard each year.
2. Report 100% of environmental hazards or risks and record the potential to impact worker health, safety and/or on the environment.
3. Report 100% of environmental incidents and the severity of their impact on the HSE of our team, the broader community and/or on the environment.

FEEDBACK

Consolidated staff may provide feedback about this document by emailing info@consolidated.com.au

APPROVAL AND REVIEW DETAILS

Approved by Arthur Mallios, CEO

Signature:

Policy Approver:	Board of Directors
Policy Manager:	Chief Commercial Officer
Review:	This policy is to be reviewed by 21 January 2025



Version History

Version	Approved by	Approval Date	Effective Date	Amendments
4	Board of Directors	03/07/2019	03/07/2019	Format changes Feedback section added Approval and review details added Version history added
5	Board of Directors	17/05/2022	17/05/2022	Update to content Logo change
6	Board of Directors	8/8/2022	8/8/2022	Updated content of services and add review of document
7	Board of Directors	21/01/2023	21/01/2023	Add Quantifiable Measurement and Feedback
8	Board of Directors	1/08/2023	1/08/2023	Updated SGS logo