

Environmental Policy



Purpose and scope: Applies to all PBA workers, contractors, activities, services and locations under our control or influence. We are committed to protecting the environment, meeting compliance obligations, and continually improving environmental performance.

Our commitments

- Meet applicable environmental legislation, regulations, permits, standards, and client/site requirements.
- Prevent pollution and minimise adverse environmental impacts, including those arising from emergencies.
- Protect the environment through efficient resource use, waste minimisation, and impact reduction.
- Manage significant aspects, risks, and opportunities. Set objectives, monitor performance, and continually improve our environmental management system.
- Ensure workers are competent, trained, and supervised to carry out work in accordance with environmental controls and requirements.

Roles and responsibilities

- **Board, SLT and managers:** Provide leadership, resources, planning, supervision and verification to integrate environmental responsibilities into work activities and decisions.
- **HSEQ Lead:** Maintain the environmental management framework, support implementation, monitor performance, and drive reporting, assurance, and continual improvement.
- **Workers and contractors:** Take reasonable care, follow controls and instructions, participate in consultation where required, report incidents, spills, and environmental issues, and stop work if there is immediate risk to people, the environment, or compliance.

How we deliver this policy

- Maintain our IMS Manual (PBANZ-MS-01), including environmental aspects, risks, and opportunities, compliance obligations, operational controls, incident management, and relevant client/site requirements.
- Apply operational controls and verify performance through monitoring, incident investigation, audits, emergency preparedness, and management review.
- **Alignment:** This policy forms part of PBA's Integrated Management System (PBANZ-MS-01) and aligns with ISO 14001:2015, applicable legal requirements, and relevant client and site requirements.
- **Integration:** This policy is implemented through PBANZ-MS-01 and supported by PBA's Health, Safety, Wellbeing and Quality policies. It is communicated to workers and made available to interested parties where appropriate.

Vern Beleski

PBA General Manager

Quentin Varcoe

Chief Executive Officer