



# Environmental & Sustainability Policy



Codmah is a specialised Civil Engineering firm with a rich history spanning across 30 years delivering high quality trenchless solutions on medium to large scale projects, working with all levels of Australian Government and major utilities companies.

Codmah is committed to reducing the impact to the environment from its operations and to demonstrate to the broader community our sense of corporate social responsibility. We acknowledge that, as a civil engineering organisation, we must work to ensure environmental sustainability at all levels of our operations by establishing and promoting responsible and sustainable environmental behaviours of our staff and suppliers.

Codmah complies with all applicable environmental legislation and regulatory requirements, as well as fulfil our obligations under industry codes and practices, service level agreements and any contract specific requirements.

We recognise our duty of care to provide a safe working environment for our employees by protecting them from potential environmental hazards.

The key principles underpinning our policy are:

1. Take environmental issues seriously at a Senior Management level.
2. Develop Policies and robust documented systems for implementing work practices.
3. Promote awareness of environmental Aspects and their Impacts to the environment and to our reputation.
4. Consulting with employees and suppliers to ensure that environmental impacts on sites are understood and effectively minimised.

Our environmental objectives are to:

- Set objectives and targets to ensure continuous improvement.
- Minimise environmental impact to land, water, air, flora and fauna and conserve all heritage.
- Monitor and measure our performance.
- Provide information on achieving compliance and communicate environmental performance.

Practical Implementation to achieve these objectives:

- Establishing a Control Environment where legal requirements, standards, processes and procedures provide the foundation for understanding our compliance obligations.
- Effective Aspects, Impacts and Risk Assessment process to identify, assess and control.
- Ensure continuous involvement of management, staff and stakeholders in meaningful consultation and communication.
- Establish management plans, emergency preparedness and response, organisational structure, reporting lines, authority, and responsibilities to ensure onsite environmental controls are effectively managed.
- Responsible procurement, use and disposal of goods, equipment and materials.
- Preventative maintenance scheduling to extend life of equipment and ensure it is not causing harm to the environment and people.
- Provide appropriate supervision, information, instructions and training to ensure workers are competent to fulfil their duties.
- Restoration and rehabilitation of worksites.
- Monitoring, measuring and recording activities and evaluate findings against established criteria.
- Document and communicate results and use this information for corrective action and the continual improvement of our services, ISO Management System and environmental performance.

In support of our Objectives, and to demonstrate our commitment to the environment, we maintain and continuously improve a Management System in accordance with the requirements of ISO 14001:2015.

Codmah's environmental policy is applicable to our Directors, employees and contractors. It expresses our ongoing commitment to understand, abide by and regularly review this policy. This policy is communicated to all staff and made available to interested parties via our website.

John Murtagh, Director

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