



Environmental Policy

Purpose

The Environmental Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work. Transport Refrigeration Services Pty Ltd (TRS) is committed to managing its activities to promote environmental sustainability, conserve and enhance our natural resources, prevent environmental pollution and bring about continual improvement in our environmental performance.

Aim

The aim of this Environmental Policy is to integrate a philosophy of environmental sustainability into TRS' activities and to establish and promote sound environmental practice in our operations. We will achieve this by:

- Informing staff and stakeholders of our commitment to the environment and sustainability.
- Supporting the implementation of environmental actions within our organisation.
- Monitoring the progress of those environmental actions.
- Communicating the outcome of those environmental actions to relevant stakeholders.

Scope

This policy covers all employees, officers, directors, consultants, contractors, volunteers, interns, casual workers and agency workers however does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

Environmental Sustainability Statement

The Earth's environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of TRS mission.

TRS respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems. We acknowledge the specific impacts of our business on the natural environment, and our responsibility as a good corporate citizen to ensure a natural environment that is sustainable.

TRS commits to the following principles and practices:

- Monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts.
- Complying with all relevant international, national, state and local environmental policy, practices, regulations and legislation, and industry-specific best practice.
- Reducing the consumption of natural resources in daily operations, including water, paper and energy.
- Maximising the recycling of resources.
- Disposing of all waste appropriately, and minimising waste sent to non-recyclable disposal sites.

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- Committing to the principles of preventing pollution to the environment and continual improvement in our environmental management.
- Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
- Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- Reporting on the company’s environmental performance in both internal and external communications, where relevant.
- Reviewing this policy periodically and measuring targets and performance as part of that review.
- Committed to meeting all applicable legislative and regulatory requirements and standards related to environmental protection.
- Develop and adhere to our Environmental Management System (EMS) to actively reduce adverse impact to the environment and continually improve overall environmental performance.

Natural Environment

TRS commits to biodiversity and will work to ensure our actions on the assets we own or manage do not have a detrimental impact on the natural environment and will support biodiversity. We will achieve this by:

- Protecting and enhancing the quality and extent of the natural environment in the assets we own, lease or manage.
- Supporting the conservation of trees, hedgerows, ponds, streams, coastal habitats and other aspects of the natural environment.
- Managing our assets and those adjacent, such as public rights of way, coastal areas, play areas, playing fields and verges, in a manner that protects and increases biodiversity.
- Introducing environmental growth opportunities and activities wherever we can on our assets.
- Reducing the use of materials and activities which could have a detrimental impact on the natural environment.
- Phasing out the use of chemicals and pesticides on the assets we own, lease or manage.
- We encourage the efficient use of water on all assets we own, lease or manage.
- We will ensure staff and other users of our buildings are aware of how to reduce the use of water, and reuse water wherever possible.

Sustainable Travel

TRS commits to increasing opportunities for nature to thrive on the assets we own, lease or manage. This includes land, water and air which we have a financial interest in, own, lease, or otherwise manage.

- We will promote and support modern working practices including remote working and hybrid working.
- We encourage the use of digital meetings wherever possible.
- We support and encourage the use of electric and other ultra-low emissions vehicles.

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- We will actively work to reduce air travel as much as possible. Where there is a recognised business need for air travel, we will work towards offsetting our emissions for air travel.

Waste and Recycling

TRS commits to keeping waste to an absolute minimum by preventing, reusing, recycling or recovering waste wherever possible. We will ensure waste is sorted, stored and disposed of properly and in a sustainable manner in all our locations.

We aspire to be a zero-waste organisation. We will achieve this by:

- Phasing out the use of single-use plastics.
- Recycling of recyclable material.
- Reducing the use of non-recyclable material and offsetting where this is not possible.
- Promoting and encourage recycling by all staff.
- Using recyclable, compostable and/or recycled products on our premises.
- Reducing the production of non-recyclable resources.
- Minimise the amount of printing and the amount of wastepaper.
- Using electronic communication as our primary method of communication
- Minimising pollution and preventing it wherever possible, including light, noise, solids, liquids and chemicals.

Sustainable Procurement

TRS commits to timely procurement and encourage less environmentally damaging ways for international procurement needs. When these decisions are made in a timely manner, overland or overseas shipping can be used instead of flights, which reduces the carbon footprint of the procurement spend compared to aviation. We will meet the objectives of sustainable procurement by:

- Sourcing materials and services locally and seasonally.
- Ensure catering and foodstuffs are sourced from organic, local, and/or fair-trade sources.
- Ensure timber or other wood-based materials are sourced from recyclable or sustainable sources.
- Ensure to the best of our ability that consumables such as cleaning materials and inks are eco-friendly.
- Review existing and plan for new procurement spending within the principles of environmental sustainability.

Training and Staff Involvement

We encourage all staff to undergo training on environmental sustainability and climate change whilst raising awareness of environmental sustainability across our operations. We encourage collaboration and involvement of all staff in our environmental sustainability efforts. Staff involvement is critical to ensuring the adoption of this policy and in our efforts to tackle climate change and suggestions for improvements or feedback should be communicated to a Representative from HR or Safety. These insights are invaluable in helping us enhance our practices and ensure a safe and sustainable workplace for everyone.

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