

PICKLES ENVIRONMENTAL POLICY

1.0 Purpose

Pickles will achieve a high standard of environmental sustainability in conducting our auction business across all branches and on site auctions in which we have control. To ensure compliance and in order to implement this policy, an environmental management plan will be implemented which will include policies and procedures, to be followed, reviewed and modified.

2.0 Scope

Pickles actively seeks to minimise and manage the environmental impact of its operations and offerings. Pickles will achieve this by:

- Continuously improving the processes and prevention of pollution to minimise the environmental impacts resulting from our operations.
- Raising environmental awareness of our employees and provide training to make them aware of their environmental responsibilities and accountabilities. Act in accordance with compliance measures introduced and developed by the company.
- Performing risk assessments on all operations with the potential to cause environmental damage.
- Promote efficient use of materials and resources throughout our facility including water, electricity, raw materials and other resources, particularly those that are non-renewable.
- Reduce waste through re-use and recycling
- Avoid unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of.
- Using a suitable contractor to dispose of waste generated by our processes.
- Any waste generated by our sub-contractors on-site is appropriately processed.
- Complying with relevant environmental legislation, regulations and other relevant requirements.
- Providing adequate reference to the nature, scale and environmental impacts of our activities, products or services.
- Regularly monitoring and reporting environmental performance to stakeholders.
- Strive to continually improve our environmental performance and minimise the social impact and damage of activities by periodically reviewing our environmental policy in light of our current and planned future activities.
- Dealing with any breaches of this policy using our Disciplinary Procedure.

3.0 Objectives and Targets

In complying with environmental laws and policies Pickles will develop objectives and targets to ensure compliance and continued improvement. These will be developed to ensure that our environmental management framework is continually developing and reviewed to identify and manage our environmental risks. Pickles will develop a culture of sustainable environmental management by training staff and implementing environmental awareness and improvement strategies. Pickles will also ensure that we develop best practices for environmental management across all our departments, sites and branches. These objectives and targets will be monitored by regular internal and external audits.

This Environmental policy will be reviewed by the National Executive on an annual basis.



Chief Corporate Officer

PICKLES

1 September 2024

Document Name	Document Owner	Version	Scheduled Review Date	Date Reviewed
Environment Policy	WHS	8	September 2025	September 2024