



## ENVIRONMENTAL POLICY

### General Policy

Submec believes that contributing to the protection and preserving the environment is a concern of the company and its employees. This concern is reflected and applied in the planning and performance of all Company activities so that adverse effects on the environment are either avoided or minimised and all statutory requirements are observed.

### Objectives

Submec's objectives in fulfilling this policy are to:

- ◆ Establish and apply environmental standards that meet industry and statutory requirements in relation to all Company activities
- ◆ Promote the use of environmentally friendly products
- ◆ Reduce and restrict waste products known to be harmful to the environment and implement responsible waste management where practical
- ◆ Assess potential environmental hazards and effects on services and products as part of the initial planning process
- ◆ Minimise and/or alleviate any adverse effects as part of routine Company activities
- ◆ Ensure employees and contractors are aware of the Company's Environmental Policy and procedures
- ◆ Ensure employees are aware of their personal responsibilities in conducting their duties in a manner to protect the environment
- ◆ Monitor that these objectives are being met through periodic auditing of the Company's activities.
- ◆ Review update and amend environmental standards in the light of developments in technology, legislation, industry practices and changing community standards

### Responsibilities

Responsibility for developing and maintaining matters relating to this Environmental Policy rests with the Directors.

Responsibility for implementation of this policy rests with Submec's Management

Responsibility for application of this policy rests with all employees.

A handwritten signature in black ink, appearing to read 'B. Reid'.

**Brendan Reid**  
Director