

Policy Objectives

The DFP Environment Policy aims to integrate a philosophy of sustainable development into all our business activities and establish and promote sound environmental practice in our operations. We aspire to minimise impact on our environment and maximise the effective use of resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this policy and fostering responsible environmental behaviour amongst our employees at all levels.

Policy Guidelines

Our key principles for achieving our objectives include:

- Developing a systematic approach to environmental issues to ensure compliance with the law, to protect the environment and minimise the use of resources where we do business.
- Regular audits, appraisals and reporting of performance in line with our ISO 9001:2015 Quality Management system and the OHS 4801:2001 Management System.
- Working to manage our own operations and physical assets in an environmentally responsible manner. This incorporates efficient use of materials, water and energy to provide our services. We aim to minimise waste generation through 'recycle, reuse and reduce'. We also aim to identify and manage excessive energy and water consumption and to minimise greenhouse gas emissions. .
- Working with suppliers who promote sound environmental practices. This includes using, where appropriate environmental criteria in the selection of suppliers.
- Helping clients identify, assess and reduce environmental risks. Using a hazard analysis to evaluate environmental and health risks to our staff on client sites, and
- Enhancing awareness among our employees, temporary and contract staff educating and motivating them to act in an environmentally responsible manner in our workplace and on our client's workplace.

Continuous Improvement

- Will occur by periodically reviewing our Environment policy and practices in order to improve operational and environmental performance
- Learning from best practice examples of environmental management and being responsive to government principles and community issues.
- Integrating environmental elements in planning, purchasing and employee communications, and
- Promoting a culture in which all DFP employees share this commitment

Kate Coath

Chief Executive Officer DFP Recruitment Services

March 2022











