

# Environmental Policy Statement

Icon Metal is committed to protecting the environment and continuously assessing the environmental impact of its operations and services. Compliance with applicable legislation is the minimum standard we uphold. In line with ISO 14001:2015, we strive to adopt best practices that balance environmental responsibility with business needs, fulfilling our compliance obligations and meeting the expectations of all interested parties."

## Our Objectives

We aim to:

- Reduce environmental impacts such as the carbon footprint of the business and energy consumption.
- Promote Sustainable practices, including resource conservation, waste minimisation, and pollution prevention.
- Continually improve our Environmental Management System (EMS) by regularly reviewing and updating our policies, procedures, and practices in line with the latest industry standards and regulatory requirements.
- Ensure full compliance with all applicable environmental laws, regulations, accreditation and other requirements in NSW and beyond.
- Foster a culture of environmental responsibility by engaging and educating our employees, suppliers, and other stakeholders on the importance of environmental protection.

## Our Approach

To achieve these objectives, we will:

- Demonstrate leadership and commitment to environmental sustainability at all levels of our organisation.
- Identify and assess environmental risks and opportunities and implement controls to minimise adverse impacts.
- Favour the use of suppliers who are committed to environmental good practices.
- Pollution is prevented in all forms, with a particular focus on redundant electrical equipment. It also includes emissions to air, water, land and ensures proper handling, storage, and disposal of hazardous substances.
- All incidents detrimental to the environment are reported and investigated, and action is taken to prevent reoccurrence.
- Regularly monitor, measure, and report on our environmental performance and set measurable objectives and targets to drive improvement.
- Provide information, instruction and training to enable all workers to work safely.
- Consult with and involve workers on matters relating to EMS.
- Provide appropriate safety equipment and personal protective equipment.

Workers will:

Our workers will actively participate in environmental protection by adhering to company policies, identifying potential environmental risks, and contributing to sustainable practices in their daily tasks.

## Our Commitment

Our goal is to provide a safe, healthy, and environmentally responsible workplace, free from injury, illness, and environmental harm. This can only be achieved through the active participation, cooperation, and commitment of everyone in the workplace.

This policy statement is displayed on the company's website and made available upon request from interested parties. We review the effectiveness and adequacy of this policy statement on an annual basis as part of change planning, lessons learned, knowledge transfer, or following a quality non-conformity or other failure to meet our environmental objectives.

Stephen Pribula



CEO

Reviewed on 18/05/2026