



POLICY NAME:	ENVIRONMENTAL & SUSTAINABILITY POLICY		
POLICY No:	80.6	REVISION No.	2
DEPARTMENT:	WHS	ISSUE DATE:	6/04/2021

Related Documentation	Number:	Name:
	80.6. P1	Environment and Sustainability Procedure

1. PURPOSE AND OBJECTIVE

The purpose of this policy is to ensure LMHAU operations do not adversely affect the environment. LMHAU are committed to undertaking its business in a manner that recognises the importance of environmental protection, sustainable development, transparency and accountability.

We are dedicated to promoting a company-wide commitment to environmental management, taking all reasonable steps to prevent damage to flora and fauna, and other adverse environmental impacts. To assist us in doing this, LMHAU have established measurable objectives and targets aimed at our commitment to minimising environmental impacts in all our operations.

LMHAU have implemented a structured Business Management System (BMS) to enable us to meet our commitment to fulfill environmental legislative requirements and other requirements (Codes of Practice, Industry requirements, customer requirements, community expectations, and relevant Standards etc).

LMHAU maintain, monitor, review, and continually improve the BMS to assist in achieving certification-readiness to ISO 14001:2015 Environmental Management Systems, and to enhance our environmental performance.

2. SCOPE OF APPLICATION

Applicable to all LMHAU Employees Nationally

3. TERMINOLOGY DEFINITIONS

KION – Parent company

WeSustain – Online reporting tool

4. RESPONSIBILITIES

LMHAU Directors & other Management

- Take overall responsibility/accountability for the effectiveness of the BMS
- Ensure the environmental policy and objectives are established and are relevant to the organisation
- Ensure the resources needed for the BMS are available
- Communicate the importance of environmental management, along with the integration of, and the compliance to, environmental requirements within business processes



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- Ensure that environmental objectives, responsibilities and relevant authorities are set and communicated for all positions in consultation with Human Resources and management
- Ensure employees KPIs are relevant to the position and are reviewed annually.
- Ensure that suppliers and contractors to the business have sustainability and environmental policies and procedures that are measurable. Refer to the Contractor Management Procedure.
- Ensure that people undertaking work on behalf of Linde Material Handling minimise environmental risk and harm where reasonably foreseeable
- Implement and monitor policies, training and existing systems to ensure there are appropriate resources and investment
- Maintain and communicate compliance/ performance expectations through effective training
- Ensure environmental incidents and investigations are investigated, recorded, reported, and closed using the online management system
- Comply with all Linde Material Handling policies, and local legislation at all times
- Ensure that the BMS conforms to the requirements of ISO 14001:2015, continually improves, and meets the intended outcomes

LMHAU Employees

- Understand their responsibilities, be self-aware and demonstrate positive environmental behaviours
- Attend and participate in all environmental training
- Report all environmental incidents and or near misses/ hazards to management and the online management system
- Report and where possible take immediate action on any potentially adverse environmental act, conditions or behaviours
- Comply with Linde Material Handling policy, practices and environmental legislation at all times. (Any breaches may result in disciplinary action that if substantiated could lead to dismissal / or termination)

5. PROCEDURE

Linde Material Handling Australia will:

- 5.1. Implement and maintain a measurable sustainability program as part of its commitment to the Environment and sustainability processes to ensure compliance with legislation, regulations, community standards and other relevant requirements as well as enabling



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accurate measurement with relation to efficient use of energy resources as well as waste minimization.

- 5.2. Provide all LMHAU employees with access to the Annual Sustainability Report
- 5.3. Ensure consultation on environmental matters occurs with employees, local communities and local government authorities
- 5.4. Ensure that the communities we operate in are treated fairly, sensitively and with respect at all times
- 5.5. Having a systematic approach to identifying, managing and controlling any risk to the environment
- 5.6. Maintain sustainable systems of work
- 5.7. Establish improvement plans with relation to environmental concerns
- 5.8. Reward and recognise environmental improvements and achievements

LMHAU will review the environmental impacts of its business activities, products and services annually by:

Collating data from the business to evaluate all aspects of the environment including but not limited to;

- a) Waste
- b) Hazardous waste
- c) Utilities such as water, gas and electricity
- d) Consumables such as LPG, oil and other products
- e) Fuel consumption of fleet vehicles
- f) Emissions from business activities.
- g) The data will be maintained in the online reporting system provided by KION and information released annually in a sustainability report.

6. DOCUMENTATION

Refer to the LMHAU Document control policy for details.



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