

ENVIRONMENTAL POLICY

Pickwick regards environmental management as a fundamental aspect of a sound business foundation. The management of Pickwick is committed to focusing on environmental protection and how our products or services affect the environment locally. We will identify and prevent any potential impacts or pollution our products or services have on the environment.

It is our policy to:

- Ensure that all employees have the knowledge and resources needed to meet our obligations and fulfill our commitment to environmental care;
- Ensure the Company uses operating procedures necessary to identify, monitor and control the impact of our operations, the effective use of energy and the use of natural resources;
- Ensure our operations, products and services comply with legislative and industry requirements, in addition to meeting the requirements set down in ISO 14001 relevant to our business;
- Ensure the suppliers, stockists and subcontractors we deal with are aware of our Environmental Policy and are managed to ensure their compliance with this policy;
- Communicate openly and constructively with relevant authorities and the general community to meet the needs and demands of growth that may result from our business products or services.

We will monitor and evaluate our Company's performance in relation to the objectives and targets we have set to identify areas for the improvement. We will implement any changes identified to continually improve our performance, the conservation of our resources and the prevention of pollution.

We thank our employees, our suppliers and our subcontractors for their cooperation in this endeavour.



Ken Holder
Chief Executive Officer
Pickwick Group Pty Ltd
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