



# Environmental Management Policy (EMP)

## Contents

<b>Definitions</b> .....	2
<b>Objective</b> .....	3
<b>Scope</b> .....	3
<b>Environmental Health and Safety Committee (EHSC)</b> .....	4
<b>Duties Of the Managing Director</b> .....	5
<b>Duties Of All Employees/Visitors/Contractors</b> .....	6

## Definitions.

"**Employee**": means any person directly employed by 'AARA' on a casual/part-time/full-time/trainee position.

"**Contractor**": means any person or company hired by 'AARA' on a contractor/subcontractor basis.

"**EPA**": means environmental protection authority

"**Visitor**": means any person or company visiting an 'AARA' controlled site.

"**Drug and alcohol-free**": means not under any illicit legal or prescription drugs that may impair your ability to work safely.

"**Designated contact person**": means the person whom the employee must contact for safety checks.

"**Vocal contact**": means the ability to shout and have the employee understand.

"**Visual contact**": means the ability to see the employee clearly and tell if they are in trouble.

"**Fit for work**": means the operator has had sufficient sleep and is not under the influence of any drugs or alcohol.

"**Spill**": means cause or allow (liquid) to flow over the edge of its container, usually unintentionally.

"**Injury**": means any accident that may affect the welfare and safety of an employee or the environment.

All Above Reforestation Australia PTY LTD	Version 1.3
E.01 EMP	<u>Date Completed: 30/04/2019   Date of next revision: 30/04/2022</u>

## Scope.

- Any employee/contractor/visitor must adhere to this policy at all times while on 'AARA' sites or 'AARA' controlled works.

## Objective.

All Above Reforestation Australia is committed to protecting the environment, supporting sustainable development, and adopting responsible environmental practices into our business operations. We do this by:

- Compliance with all applicable environmental protection laws at the locations in which we operate.
- The application of sound environmental management systems that set targets for environmental management and continuous improvement.
- Regularly reviewing the environmental impacts of our products, services, and operations and determine how to minimize the effect while continuously delivering a high standard of work to our customers.
- Understanding global environmental issues and fostering sustainable practices.
- Educate our employees and contractors on their environmental responsibilities to ensure this is integrated into their work practices, training, and decision making.
- Continuously improve the overall environmental performance of our company.
- Trying new innovative equipment.

All Above Reforestation Australia PTY LTD	Version 1.3
E.01 EMP	<u>Date Completed: 30/04/2019   Date of next revision: 30/04/2022</u>

## Environmental Health and Safety Committee (EHSC)

Our EHSC (environmental health and safety committee) is made up of approximately 50% top management and 50% lower management to ensure that our policies are reflected by our employees engaged in works. We frequently meet and discuss new opportunities to lower our environmental footprint while ensuring production reliability is maintained.

Our EHSC have recently been involved in things such as;

- Mechanical planting
- Lowering our emissions
- Conducting reviews of our SMS and EHS
- KPI assessment and reviewal

### Management

**Name:** Shay Radcliffe  
**Position:** Chairperson  
**Contact:** [Shay@allabove.com.au](mailto:Shay@allabove.com.au)

**Name:** Zoe Danon  
**Position:** Senior advisor  
**Contact:** [Zoe222@gmail.com](mailto:Zoe222@gmail.com)

**Name:** Matthew Vergunst  
**Position:** Committee officer  
**Contact:** [Matt.allabove@gmail.com](mailto:Matt.allabove@gmail.com)

**Name:** Clyde Fisher  
**Position:** Committee officer  
**Contact:** [Clyde@allabove.com.au](mailto:Clyde@allabove.com.au)

All Above Reforestation Australia PTY LTD	Version 1.3
E.01 EMP	<u>Date Completed: 30/04/2019   Date of next revision: 30/04/2022</u>

## Duties Of the Managing Director.

### Who is responsible for yearly internal audits and final evaluation of the EMS?

**Name:** Shay Radcliffe  
**Position:** Managing Director  
**Contact:** [Shay@allabove.com.au](mailto:Shay@allabove.com.au)

### Who is responsible for meeting environmental targets?

**Name:** Shay Radcliffe  
**Position:** Managing Director  
**Contact:** [Shay@allabove.com.au](mailto:Shay@allabove.com.au)

### Who is responsible for ensuring that AARA is compliant with our EMS?

**Name:** Shay Radcliffe  
**Position:** Managing Director  
**Contact:** [Shay@allabove.com.au](mailto:Shay@allabove.com.au)

All Above Reforestation Australia PTY LTD	Version 1.3
E.01 EMP	<u>Date Completed: 30/04/2019   Date of next revision: 30/04/2022</u>

## Duties Of All Employees/Visitors/Contractors.

### Managers/Supervisors:

*All Above Reforestation's management and supervisors will continue to implement, maintain, and monitor an environmental management system that is integrated deeply with our operations. The system focuses on continuous improvement as a critical objective and is aligned with the requirements of the Joint Australian and New Zealand Environmental Management Standard AS/NZS ISO 14001:2004. It provides the framework for us to ensure that our business is conducted in a manner which prevents pollution, uses materials and time efficiently and thus minimizes the impact of our operations on the environment, the community, our employees and customers.*

AARA management is committed to safeguarding the health and safety of our environment through our Environmental Management System (EMS) In particular, AARA is committed to:

- Ensuring a proactive risk management approach to work activities in regards to the environment.
- Complying with ISO-14001, ISO 45001, and all other relevant statutory requirements.
- Establishing measurable objectives via the use of KPI's and targets for environmental management through health and safety plans and undertaking audits to ensure continuous improvement.
- Ensuring all our documents are up to date.
- Working with our local persons to expand our understanding of the economic, social, and environmental effects of our operations within the community.
- Ensuring a consultation process which includes all workers, in the decision-making processes impacting on environmental health and safety

Shay Radcliffe  
Managing Director  
30/04/2019



All Above Reforestation Australia PTY LTD	Version 1.3
E.01 EMP	<u>Date Completed: 30/04/2019   Date of next revision: 30/04/2022</u>