

ABO0017

Environment and Sustainability Policy

CommTelns.com



Document Control

Document No:	ABO0015	Document Author:	Loyed Francis
Document Title:	Environment and Sustainability Policy	Company Unit Owner:	Corporate
Document Class:	Internal	Document Status:	Draft

Version	Approval	Revised by	Issue Date	Summary
1.0	EA086 #415	Loyed F	9-mar-2023	New Policy.
1.1	EA087 #554	Loyed F	11-Nov-2025	Changes to align with Genus’s policies and procedures. Reference: POL-SHEQ-GNP-0019 Environmental and Sustainability Policy

Distribution

Version	Destination	Upload Date	Location
1.0	Unity	Mar-2023	Management Systems > Business Management System > Policies
1.1	Unity	Nov-2025	Management Systems > Business Management System > Policies

Company Information

Aus

29 Translink Drive
 Keilor Park VIC
 Australia 3042

t. (613) 8340 6100
f. (613) 9331 7121
 info@CommTel Network Solutionsns.com
 CommTel Network Solutionsns.com

CommTel Network Solutions Network Solutions Pty Ltd.
acn. 082 646 017
abn. 75 082 646 017

CommTel Network Solutions Pty Ltd (Part of the Genus Group) exist to provide safe, trusted, and high value solutions to our stakeholders through our people, our culture, and our values. In CommTel, we are committed to operating responsibly and sustainably, minimising the impact of our operations on the environment and the communities in which we conduct our work.

Our objective is to seek opportunities as part of our work to avoid adverse impacts on, and where possible enhance, natural, built, and social environments.

To achieve this objective, we will:

- Drive high performance through leadership, accountability, traceability, engagement, participation, communication, and collaboration.
- Establish, implement, and maintain a documented framework that promotes and communicates our environmental and sustainability objectives, targets, and strategies.
- Identify and minimise Environmental, Social and Governance (ESG) risks by continually assessing, controlling, and monitoring these aspects and their actual or potential impacts. This includes associated legal, regulatory, and other requirements.
- Embed climate risk considerations in our risk management framework and disclose our material climate-related risks and opportunities.
- Responsibly manage our GHG emissions and climate-related risks to enhance our resilience to climate change.
- Measure, monitor and report on our Scope 1, 2 & 3 Greenhouse Gas (GHG) emissions.
- Responsibly manage our GHG emissions considering the requirements of our clients, customers, and other stakeholders.
- Promote environmental awareness and increase understanding of environmental issues through induction and training.
- Promote diversity in the workplace.
- Consult, engage and empower our workers and encourage active participation in environmental and community initiatives.
- Incorporate responsible work practices that protect the environment, minimises waste and pollution, are sustainable, and minimises the impacts of our operations on the environment and communities in which we operate.
- Take all practical steps to prevent pollution and protect biodiversity and ecosystems.
- Monitor and evaluate environmental performance, of the CommTel Integrated Management System (IMS), to include consideration of external issues such as Climate Change, which can impact the effectiveness of our management system, for us to learn and continuously improve our business, in line with ISO 14001 Environmental Management Systems.
- Promote and support local communities wherever possible.
- Strive for innovation by working proactively with our clients and other stakeholders to reduce our environmental impact both directly and across our value chain and to help foster sustainable communities.
- Uphold the highest standards of governance and ethics.

This applies to all our operations, workers, contractors, and visitors, who have a responsibility to implement this policy. Through this, we will create shared value for our people, clients, and communities, and ensure that the impact of our operations on the environment and local communities are minimised.

Reference: Genus Environmental and Sustainability Policy POL-SHEQ-GNP-0019 Rev 6 dated

Alistair Tibballs

Executive General Manager
CommTel Network Solutions