

ABO0017

Environment and Sustainability Policy

CommTelns.com



Document Control

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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
1.2	EA089 #654	Loyed F	04-Feb-2026	Changes made to include review feedback from GNI-TAS Sustainability Advisor and Group GM – HR. Policy has been reviewed and endorsed by MD, COO, CFO and Group GM – SHEQ.

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
1.2	Unity	Jun -2026	Management Systems > Business Management System > Policies

Company Information

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CommTel Network Solutions Pty Ltd (Part of the Genus Group) exist to provide safe, trusted, and high value solutions to our stakeholders through our workforce, culture, and Values. Across the Group, we are committed to operating responsibly and sustainably, minimising the impact of our operations on the environment and the communities in which Genus conducts 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.
- Promote diversity and inclusion in the workplace.
- Embed climate risk considerations in our risk management framework and disclose our material climate related risks and opportunities.
- Responsibly measure, monitor, manage and report on our Scope 1, 2 and 3 GHG emissions and climate related risks to enhance our resilience to climate change.
- Responsibly manage our Greenhouse gas emissions (GHG) emissions taking into account the requirements of our clients, customers, and other stakeholders.
- Promote environmental awareness and increase understanding of environmental issues through induction and training.
- Consult, engage and empower our workers and encourage active participation in environmental, community and sustainability 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 current and future generations in which we operate.
- Conserve natural resources, recycling or reusing and minimising waste going to landfill generated from our works.
- Take all practical steps to prevent pollution and protect biodiversity and ecosystems.
- Monitor and evaluate environmental performance, of the Genus 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, each of whom is responsible for its implement. Through this commitment, we will create shared value for our people, clients, and communities, while minimising environmental impacts and protecting the communities in which we operate.

Reference: Genus Environmental and Sustainability Policy POL-SHEQ-GNP-0019 Rev 7 ,02 02 2026



Alistair Tibballs

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