

ENVIRONMENTAL MANAGEMENT SYSTEM

EMS AND MANUAL PROCEDURES

1. Main Business Activities and the Environment

Guardia Risk provide security services to protect our clients' assets, reduce risk exposure and optimise safety. Guardia Risk is many and one; many enterprises resulting from one consistent initiative, one unchanging commitment – to be constant in the values we espouse and the quality we deliver.

Guardia Risk embraces the principle of sustainable development, namely development which meets the needs of the present without compromising the ability of future generations to meet our own interests. We believe this principle is fundamental to Guardia's continued success and growth.

In order to minimise our impact on the environment, Guardia Risk has developed and implemented an Environmental Management System that complies with the ISO 14001:2015 Environmental Management Standard.

We are committed to pursuing industry specific best practice in environmental performance as we acknowledge that our shareholders, employees and the community at large expect responsible environmental practice by our business.

Specifically, Guardia Risk is committed to:

- Conducting our operations to minimise environmental risk and, wherever practicable, eliminate adverse environmental impacts
- The protection of the environment and the setting of rigorous environmental risk objectives, particularly with regards to efficient use of energy (including appropriate use of alternative fuels, conservation of water,
- Effective use of virgin resources and supplemental materials
- Fulfilling our compliance obligations in regards to relevant environmental legislation, regulations, standards and codes of practice as the absolute minimum requirement
- Conducting business with organisations who have commitment to the values and objectives contained in the environmental policy
- Continual improvement of the environmental management system to enhance environmental performance
- Through communication and training, our employees and contractors will be encouraged and assisted to enhance Guardia Risk's environmental awareness and performance
- All Guardia Risk personnel are required to work towards the fulfilment of the Environmental Management System, and management will regularly review this policy, and the other elements of the system, in order to maintain its suitability and effectiveness

2. Our Commitment

Guardia Risk recognises that it has a wide-ranging impact on the environment through its use of energy, water, transport and waste generation. In addition to this, Guardia Risk is responsible for the provision of a number of environmental services, and is involved in raising awareness, and setting an example to partners and the wider community. It is therefore paramount, that the Guardia Risk, takes responsibility for its environmental impact.

Legislation

We will meet, and where possible exceed, current and future environmental legislation and regulatory requirement. We will look towards best practice to see where our environmental impacts of our activities are able to be mitigated. We will ensure employees are aware of environmental legislations and operational procedures.

Natural Resources and Waste

We will monitor, manage and reduce the use of water. We will minimise the amount of waste produced by Guardia Risk and encourage greater reuse, recycling and composting. We will use the least environmentally damaging goods and services where possible. We will minimise harm from land which is contaminated or polluted.

Climate Change

We will reduce greenhouse gas emissions, notable carbon dioxide and methane. We will ensure, where possible, building and services are able to adapt to climate change. We will monitor, manage, and minimise the use of energy by continuing to deploy a green fleet of patrol cars. Our EV's are clean, quiet, safe and cost Effective and aid our sustainability goals by generating zero carbon emissions.

Education, Implementation and Monitoring

We will consider environmental factors in decisions and activities. We will continually develop environmental objectives and targets and introduce best practice to reduce environmental impacts. We will educate, and train employees and members to conduct their activities in an environmentally responsible manner.



Our Moorabbin Patrol Car

3. Environmental Emergencies and Incidents

Identifying, Managing and Documenting Environmental Emergencies and Incidents

We recognise our duty to develop a procedure which lays out the way in which potential environmental emergencies and incidents are identified and managed and how emergency response procedures will be documented, reviewed, amended and tested.

We define an environmental emergency as follows: a significant unauthorised/uncontrolled release of a substance or substances in any form (e.g.: a gas, a liquid, a solid, a nuisance such as noise, vibration, odour or any combination of these) into the environmental media (air, land, water) requiring immediate and urgent action to prevent or minimise environmental impact(s) which would be likely to result in any one or a combination of the following:

- The calling of any emergency service
- The notification of the Environment Agency or Local Authority Environmental Health Officer and which is likely to result in any form of action by them
- Legal proceedings against the organisation under environmental legislation
- Justifiable complaints from local residents and/or environmental groups
- Significant long/medium-term environmental damage/harm eg: to humans, flora, fauna, water/land contamination, property.

We define an environmental incident as follows: unauthorised/uncontrolled release of a substance or substances in any form (eg: a gas, a liquid, a solid, a nuisance such as noise, vibration, odour or any combination of these) into the environmental media (air, land, water) requiring action to prevent or minimise environmental impact(s) which would be likely to result in any one or a combination of the following:

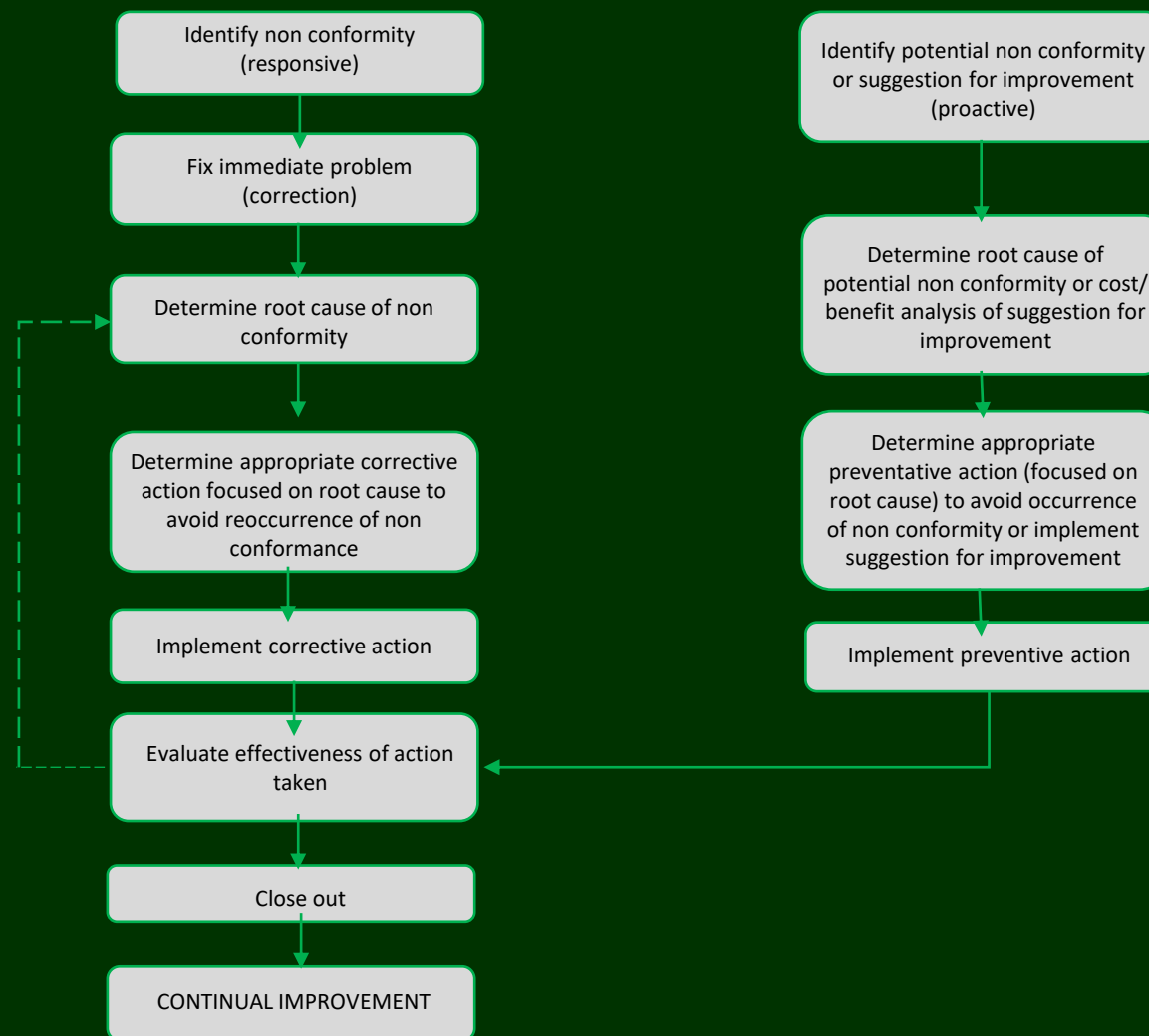
- The calling of any emergency service
- The notification of the Environment Agency or Local Authority Environmental Health Officer
- A breach of environmental legislation
- Complaints from local residents and/or environmental groups
- Identifiable environmental damage/harm e.g.: to humans, flora, fauna, water/land contamination, property.



Our Port Melbourne Patrol Car

4. Corrective and Preventative Action

The flow chart represents the organisation's process for identifying actual and potential environmental nonconformity, recording suggestions for improvement to environmental management, taking appropriate action to correct nonconformity and mitigate environmental impact, taking corrective action to avoid recurrence of nonconformity and taking preventative action to avoid occurrence of nonconformity or implement a suggestion.



5. Register of Environmental Aspects

No.	Environmental aspect	Associated environmental impact	Likelihood	Consequence	Risk rating	Other criteria	Significant
			a. Almost certain/ daily b. Likely/ weekly c. Possible/ monthly d. Unlikely/ annually e. Rare	1. Catastrophic 2. Major 3. Moderate 4. Minor 5. Insignificant	Extreme High Medium Low	Legal requirement Other requirement	Yes No
1	Use of electricity for office lighting	Generation of greenhouse gases	A	4	High		Yes
2	Use of electricity for office air-conditioning	Generation of greenhouse gases	A	4	High		Yes
3	Use of electricity for computers and other office equipment	Generation of greenhouse gases	A	4	High		Yes
4	Generation of waste paper and cardboard in office	Use of forest resources	A	5	High		Yes
5	Generation of general office waste	Use of landfill	A	4	High		Yes
6	Consumption of paper	Use of forest resources and generation of greenhouse gas	A	4	High		Yes
7	Office fit-out	Use of resources for furniture and fitting manufacture and landfill for discarded furniture	D	3	Medium		No
8	Storage and use of chemicals for cleaning	Pollution of waterways	C	5	Low		No
9	Purchase/lease of vehicles for staff and fleet	Use of natural resources for vehicle manufacture	D	3	Medium		Yes

5. Register of Environmental Aspects (continued)

No.	Environmental aspect	Associated environmental impact	Likelihood	Consequence	Risk rating	Other criteria	Significant
			a. Almost certain/ daily b. Likely/ weekly c. Possible/ monthly d. Unlikely/ annually e. Rare	1. Catastrophic 2. Major 3. Moderate 4. Minor 5. Insignificant	Extreme High Medium Low	Legal requirement Other requirement	Yes No
10	Use of fuel for staff and fleet vehicles	Generation of greenhouse gases and use of fossil fuel	A	3	Extreme		Yes
11	Use of fuel for air travel	Generation of greenhouse gases and use of fossil fuel	B	4	High		Yes
12	Use of fuel for travel by taxi	Generation of greenhouse gases and use of fossil fuel	B	4	High		Yes
13	Energy use in cafeteria	Generation of greenhouse gases	A	4	High		Yes
14	Generation of waste from staff kitchens and cafeteria	Use of landfill	A	4	High		Yes
15	Use of water in staff kitchens, cafeteria and toilets	Use of limited water resources	A	4	High		Yes
16	Spill from storage and use of diesel fuel for emergency generator	Pollution of waterways	E	3	Medium		No

6. Competence, Training and Awareness - Identifying Training Needs

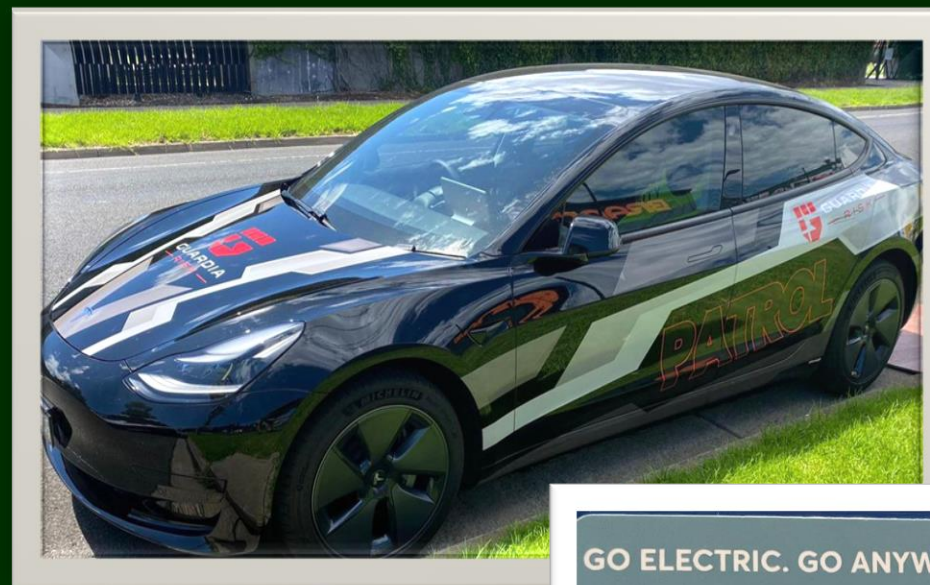
Guardia Risk recognises that it is integral to train all staff in general environmental awareness, in particular that relating to our operations. This information may be provided in various forms such as presentations, departmental briefings, wall mounted notices etc. At present, awareness does not form part of the initial staff induction process.

The Human Resources team will identify environmental training needs for Guardia Risk's staff and subsequently design, write and approve the appropriate training materials. Where appropriate training needs will also be identified as part of the annual staff appraisal process and some staff will receive additional environmental training if their work directly relates to identified environmental aspects/impacts or has the potential to create a significant impact on the environment. Records of all staff environmental training undertaken will be held by Human Resources.

Feedback from any training undertaken will be collected and the training materials will be evaluated for their effectiveness. It will be the responsibility of the Human Resources Manager to review such feedback and amend training materials as necessary, keeping them up-to-date with changing legislation and requirements of Guardia Risk.

We offer EV charging as an incentive to support our employees. Under this model, employees can charge their vehicles at no cost additional cost to themselves. Offering a Chargefox charging station at our workplace, in addition to both Chargefox and Evie charging cards, is a great way to ensure employees are given the opportunity to play their part in our company's sustainability goals. It is also attractive to existing and potential employees who may be wanting to make choices around their careers and aligning this with their personal values on environmental sustainability.

Our Tesla Patrol Response Car



Evie Staff Charging Card

7. Our Current Green Fleet

