

ENVIRONMENTAL POLICY

Function

This policy reinforces our commitment to take an active role in caring for the environment and promoting and contributing to a sustainable future.

Scope

This policy applies to all members of the DT Group within Australia, New Zealand and Asia, its direct and indirect subsidiaries and joint ventures, collectively known as Device Technologies in this policy.

This policy applies to all employees (including full time, part time, fixed term and casual staff members), directors, officers and all persons who perform work for, or undertake work at premises owned by DT including contractors, consultants and volunteers (collectively referred to as “**employees**” in this policy).

Policy Statement

Device Technologies acknowledges the importance of protecting the environment in a sustainable manner to help reduce any damage or impact its operations and activities might have. The Company is committed to ensuring this in a sustainable, financial and technically feasible approach through all of its business dealings

Principles

1. At Device Technologies, we:

- Comply with environmental laws and regulations as a minimum;
- Identify and monitor the environmental impacts of our business activities where possible and establish measurable objectives;
- Understand and manage our environmental risks with the goal of minimising or eliminating those risks;
- Ensure the environment is considered in our investment and corporate strategies, procurement and the products and services we offer;
- Actively work to minimise pollution, manage waste streams and address any relevant biodiversity issues;
- Engage with our customers, employees and shareholders on environmental issues and transparently reporting on our environmental performance;
- Commit to actively considering the use of alternative energy sources and low emissions technology, as they become economically viable;
- Share best practices for environmental management and energy efficiency across our Divisions;

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- Engage with our suppliers, customers and joint venture partners to develop improved environmental sustainability practices.
2. Specifically, Device Technologies is committed creating a healthy workspace because we believe such environments contribute to our people's wellness, productivity and job satisfaction.
 3. General business
 - Creatively use natural light as much as possible and replace lighting with energy efficient lighting;
 - Plants feature heavily within the office environment to absorb airborne pollutants and emit oxygen;
 - Our business casual dress code allows staff to dress according to the weather and ensure that air-conditioning can be set at comfortable and sensible temperatures;
 - Responsible disposal of waste and recycling as a minimum;
 - Have in place mechanisms for the recycling of paper, cardboard and print cartridges at all our locations.
 4. Green ITC
 - Reuse, recycle and responsibly dispose of all of our electronic waste;
 - Discourage unnecessary printing and use digital mediums for communication as much as possible;
 - Stand by power on PC's – laptops and monitors power off or sleep mode after a set amount of time where possible;
 - Ensure effective virtual working technology is available throughout the Device Technologies Group.
 5. Travel and Events
 - Implement environmentally preferable choices for our travel and events and promote ways for participants in our events to minimise their impacts;
 - Collaborate with our travel agency suppliers to measure, analyse and report business travel and event related information, including greenhouse gas emissions, where possible;
 - Where practical and safe, encourage the use of public transport and ride share options to reduce our employees' commute impacts;
 - Promote virtual working technology to reduce non-essential business travel.

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Review

6. The safety of people, the impact the Company has on the environment and the reputation of our business is paramount to all of us. We will review this policy routinely to ensure it reflects the changing operational, environmental and political climate.

7. Disclaimer

The Company may amend any of its policies at any time at its absolute discretion. These policies will be updated and available on the Company Intranet. Employees must ensure they regularly familiarise themselves with any changes to policies from time to time.

Unless otherwise expressly stated any policies or procedures issued by the Company do not form part of an employee's employment contract with the Company and are not otherwise binding on the Company. To the extent that a policy or procedure of the Company requires employees to do or refrain from doing something, it constitutes a direction from the Company with which employees must comply.