

Healius Limited

Environmental Policy

1 Policy

Healius Limited (“**Healius**”) is committed to managing operations in an environmentally sustainable manner to maximise resource efficiency in relation to the consumption of energy and natural resources, and waste.

2 Scope

This Policy applies to all of Healius’ operations and activities, and specifically to the conduct of our business operations and to the purchase and use of goods and services.

3 Implementation

Healius will minimise the environmental impact of its operations by:

- reducing energy consumption, greenhouse gas emissions, water, paper and other materials; reducing waste and enhancing our recycling and waste management practices;
- using technology, where practicable, to deliver more efficient information and services; incorporating environmental considerations into decision-making processes;
- utilising risk management processes to control the environmental hazards inherent in our activities;
- identifying and monitoring the environmental issues associated with our business and services and resolving these effectively; and
- ensuring compliance with all legal requirements relevant to environmental considerations in our business operations and activities.

4 Monitoring and Review

Healius will:

- integrate environmental considerations into work practices;
- review opportunities to prevent pollution and to minimise adverse environmental impacts; and
- liaise with relevant industry bodies, government agencies, business partners, community groups and other concerned organisations, where relevant, to promote environmentally sustainable behaviours and practices, as they relate to our activities.

This Policy may be updated or revised from time to time. Updated or revised versions of this Policy will be made available on the Healius Group's intranet site, PRIME in the Company Secretary and Corporate Governance section.

It is the responsibility of each Staff Member to access PRIME on a regular basis to ensure that he or she is familiar with the most recent version of this Policy.

Approved

21 February 2017

Yvette Cachia

Group Executive – People & Legal

Version Information

Version	Date	Comment
1.0	1 March 2016	Original
1.1	21 February 2017	Minor amendments to accommodate updates to position titles and organisational structure
1.2	27 February 2019	Minor amendments to accommodate update of business name from Primary to Healius