

## Environmental Policy

Grosvenor Engineering Group is dedicated to enhancing quality of life for our building occupants via a range of technical services that have a major impact on our environment. We are continuously improving our systems to create new and better ways of integrating sustainable practices into every aspect of our business. Grosvenor will continue to be an environmentally responsible neighbour in the communities in which we operate.

At a minimum, Grosvenor expects our personnel to comply with all applicable local, provincial, state, national and international laws, regulations and legislation for the protection of the environment. We also encourage efforts beyond legal requirements where there are opportunities to improve environmental protection and enhance sustainability.

Therefore our environmental policies and procedures involve all of the following:

- We communicate honestly and openly with our employees, as well as our neighbours, clients, shareholders, and government agencies about the nature of our operations and products and their relationship/s to the environment.
- We continue to improve our service delivery model known as 'COSI' which incorporates our processes, policies and systems to ensure that they are environmentally sound, prevent pollution, conserve resources and energy, minimise the use of hazardous materials and reduce waste.
- We require all our business units to strive to integrate environmental protection into our daily business activities, processes and procedures and set high but achievable environmental goals, consistent with Grosvenor's corporate goals and objectives.
- We continually look and are open to new opportunities to make our environmental performance better.
- We ensure our management team are responsible for conveying that our environmental standards are shared and maintained throughout the organisation, also ensuring that all employees are mindful of the environment and the impact their actions may have on it.
- We provide relevant environmental training to all employees where necessary and appropriate.
- All employees of Grosvenor Engineering Group have a duty of care to report any environmental concerns to our management team. Our Corporate Governance principles mandate prompt action be taken concerning any environmental situation that is inconsistent with our high standards and therefore our organisation's policies and procedures, in this area.



Nicholas Lianos - Managing Director

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