

# Salmat Environment Charter

## Our Approach

We have an obligation to our stakeholders – clients, shareholders, employees and the community – to operate in a way that advances sustainability and reduces our environmental impact.

It is the responsibility of everyone at Salmat to help achieve these environmental goals.

## Our Environmental Principles

We aim to promote a sustainable environment in our business activities worldwide by, where appropriate:

- Using environmentally friendly technologies and products,
- Using the Earth's resources and energy sparingly, and
- Working with local communities.

## Our Commitment

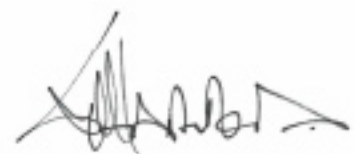
We undertake to:

- Comply with all environmental regulations,
- Implement and maintain a structured environmental and waste management system supported by a continuous improvement process,
- Encourage employees to identify, then minimise, any adverse environmental impacts and issues,
- Train for emergencies,
- Reduce, re-use or recycle onsite wastes wherever possible, and ensure the safe disposal of waste with minimal impact, and
- Encourage our suppliers, contractors and customers to meet high environmental standards.

## Our Goals

We will continue to work towards reducing our carbon footprint by:

- Achieving a 5% reduction per annum in electricity and water usage per FTE, and
- Achieving a 10% reduction per annum in internal paper usage and waste to landfill per FTE.



**Grant Harrod**  
CEO & Managing Director