

# ENVIRONMENTAL SUSTAINABILITY POLICY

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MedHealth recognises our responsibility to be a sustainable business and workplace by minimising the impact on our environment and maximising the effective use of resources. We aim to establish, maintain and promote sustainable business practices and integrate a philosophy of sustainable development into all activities to create and foster a workplace culture that embraces environmental and social responsibility.

We are committed to:

- Applying a systematic environmental management approach that is consistent with the international standard ISO14001
- Ensuring sustainability improvements is an integral part of our business activities, minimising waste outputs by seeking sustainable alternatives, improving efficiencies, and removing redundancies
- Ensuring our practices meet or exceed relevant environmental legislation
- Creating sustainability awareness and understanding with our people, customers and stakeholders
- Assessing and lessening environmental impacts in all aspects of our business and supply chain
- Setting clear environmental objectives and targets, and measuring, monitoring and reporting against these objectives and targets
- Working with suppliers who promote sound environment practices and who agree to conduct business aligned to our Supplier Code of Conduct
- Conserving natural resources by reusing and recycling via the following activities:
  - Elimination of under desk bins to promote recycling and reduce general waste
  - Transition to a near full paperless client file environment
  - Sustainable confidential document destruction
  - Recycling initiatives for printer cartridges, batteries, and coffee pods
  - E-waste strategy for all hardware
  - All our multifunction printers are set to double sided printing, and are set to delete all print jobs not retrieved in 24 hours
  - Utilisation of electronic document signing to reduce printing across employee lifecycle and key client transactions
  - Clear specifications for all new office fit outs and refurbished sites including Selection of energy efficient and sustainable products where possible

Our executive leadership team is committed to operationalising and driving our commitment to sustainability, and actively encourages our teams to identify opportunities to reduce their environmental impact at a personal, local, and corporate level.