

Environmental Sustainability Policy



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.

OUR COMMITMENT

We are committed to:

- Applying a systematic environmental management approach that is consistent with the international standard ISO 14001.
- Ensuring sustainability improvement is an integral part of our business activities, minimising waste outputs by seeking sustainable alternatives, improving efficiencies, removing redundancies and prevention of pollution.
- Ensuring our practices meet or exceed relevant environmental legislation.
- Driving 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.

ENVIRONMENTAL MANAGEMENT OBJECTIVES

MedHealth has established environmental management objectives following consultation with key stakeholders and review of relevant legislation. These objectives are:

- Enable leadership at all levels to drive commitment and support of initiatives implemented to progress MedHealth's corporate and social responsibility commitments.
- Measure and report on our carbon footprint in the following areas to support legislative financial reporting and to track our goal to reduce our business environmental impacts:
 - Paper use, waste and e-waste destruction
 - CO2 emissions related to corporate travel
 - Electricity usage across MedHealth sites
- Comply with legislative requirements for mandatory climate-related financial disclosures.
- Ensure key suppliers sign MedHealth's Supplier Code of Conduct.
- Embed environmental risk considerations in customer tenders, supplier procurement and facility expansions.

- Work toward establishment of greenhouse gas (GHG) emissions targets in line with the Australian Government's Net Zero Plan.
- Embed responses to environmental emergencies and disasters as relevant to the scope of our organisation's services, within our business continuity plans and incident management systems.
- Achieve 85% awareness rate on MedHealth's Environmental Sustainability commitments within the scope of our Environmental Management System.

COMMUNITY AND SUSTAINABILITY WORKING GROUP

To support our commitment and objectives, MedHealth has established a Community and Sustainability working group. The group was first formed in 2022 in response to employee feedback for a stronger organisational commitment to environmental and social governance. The group is made up of self-nominated team members (via an annual expression of interest application) from across MedHealth who share a similar passion. The group aims to raise awareness, support the business to embed practices and policies, and enable and empower individuals to take positive action.

They do this by:

- Running MedHealth wide initiatives, collaborating with organisations with shared environmental sustainability goals.
- Facilitating events that align to our environmental management objectives and goals.
- Reporting 6 monthly on progress achieved by the working group.

EXECUTIVE LEADERSHIP COMMITMENT

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.