

FAIR WORK AND TRADE POLICY

The business and human rights landscape has evolved significantly over the last decade with increasing expectations of human rights and fair work and trade compliance from investors, governments, clients and society at large. The Environmental Group Limited (EGL) and all of its subsidiaries, upholds a commitment to Human Rights, Fair Work and Fair Trade for all employees, customers and suppliers, operating in line with Federal and State laws to protect the EGL business, our people and our customers from unfair practices.

Scope

This policy applies to all EGL employees, and all transactions entered by EGL employees with customers, suppliers and staff and is consistent with the requirements of:

- Fair Work Act 2009
- Competition and Consumer Act 2010
- Modern Slavery Act 2018

Policy

The EGL commitment is to our staff is to:

- Respect the workforce rights to freedom of association and collective bargaining.
- Conduct regular salary benchmarking based upon external value and alignment with role specific averages.
- Provide working conditions and benefits that meet or exceed the National Employment Standards

The EGL commitment to our customers and suppliers is to:


- Conduct our business in a fair-trading manner, free from unconscionable conduct, collusion, or other anti-competitive practices.
- Take all reasonable steps to identify and address risks of modern slavery in our global operations and supply chains.

The EGL commitment to all staff, customers and suppliers is to support workplace diversity and meet our obligations under anti-discrimination law, ensuring human rights are upheld.

All EGL personnel are responsible for the implementation of and compliance to this Policy.



Jason Dixon
Chief Executive Officer, The Environmental Group Limited

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