



ENVIRONMENTAL POLICY

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1. Purpose

- 1.1 Ericom aims to ensure that the operational and administrative aspects of its business do not cause undue harm to the environment. This will be achieved by taking all reasonable and practicable measures to prevent or minimise harm to the environment.
- 1.2 Ericom will strive to achieve a high standard of environmental care and responsibility.

2. Commencement of the policy

- 2.1 This policy will commence from 01/06/2021

3. Application of policy

- 3.1 This policy applies to employees, agents, contractors (including temporary contractors) and 'workers' as otherwise defined under relevant OHS/WHS legislation of Ericom, collectively referred to in this Policy as 'workplace participants'.
- 3.2 This policy does not form part of a workplace participant's contract of employment. Nor does it form any part of any other workplace participant's contract for service.

4. Objectives

- 4.1 Ericom is committed to:
 - Providing the necessary training to minimise adverse environmental impacts and issues;
 - Ensuring that Ericom and all workplace participants comply with applicable environmental legislation and regulations;
 - Considering environmental matters in all business planning and risk management;
 - Implementing procedures and checklists to verify and review Ericom's environmental performance; and
 - Reducing, re-using and recycling waste products wherever practicable.
- 4.2 Ericom acknowledges that everyone associated with the organisation has an important role to play in achieving these environmental goals.

5. Duties

- 5.1 Ericom has a direct responsibility to ensure that environmental harm is not

generated by any of its operations. In particular, Ericom:

- Must not to carry out an activity that may cause harm without taking measures to prevent or minimise the harm;
- Must report incidents to the appropriate regulatory authority that result in or threaten serious or material environmental harm; and
- Must taken action to prevent or minimise harm to the environment if an incident occurs.

5.2 Workplace participants have a duty of care to ensure that their working arrangements and functions do not cause environmental harm. If a workplace participant suspects that their actions in the workplace are causing or may cause environmental harm or the workplace participant has identified an area of improvement, the matter should be immediately reported to the Company CEO.

5.3 Each individual workplace participant and their respective work groups have a duty to work within acceptable environmental standards associated with their work outputs and functions.

6. Non-compliance

6.1 If a workplace participant fails to comply with the requirements set out in this policy, it will be regarded as a serious breach of conduct and may result in the termination of employment/services/contract. When a breach occurs, an investigation will be conducted to determine the appropriate action to be taken.

7. Variations

7.1 Ericom reserves the right to vary, replace or terminate this policy from time to time.