



R.C. Saddleir Pty Ltd  
ABN 65 008 667 052

470 Belmont Avenue  
Kewdale WA 6105

T: +61 8 9333 2444  
E: [safety@saddleirs.com.au](mailto:safety@saddleirs.com.au)  
W: [www.saddleirs.com.au](http://www.saddleirs.com.au)

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Environmental Policy

**Charter / Policy Manager**  
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## Purpose

This Policy sets out the Lionel Samson Sadleirs Group (**LSSG**) policy on aims and principles in relation to managing the environmental effects and aspects of its operations.

## Scope

The following guidelines are to be adhered to by all employees, contractors, clients and visitors that are required to perform work on behalf of LSSG.

## Values

LSSG aspires to adopt environmental best practices within the industries it operates in by promoting a positive environmental culture for the benefit of current and future generations.

## Commitment

LSSG, as a national transport operator, is committed to managing our operations in a way that complies with all relevant environmental legislation and standards. We will ensure the availability of adequate resources to maintain and continually improve environmental performance.

## Objectives

LSSG will continuously identify, assess and manage the elements of our operation that impact on the environment. In line with best business practice we will:

- Minimise pollution and consumption of fuel, energy and water where possible.
- Recycle, reduce and dispose of waste with minimal environmental impact.
- Develop and maintain a management system, which establishes responsibilities, targets, monitoring methods and a review process of environmental performance.
- Provide awareness training and where required, job specific training for employees on environmental issue to make them aware of the impact of their work activities.
- Consider environmental aspects in all investment and procurement decisions.
- Encourage suppliers and contractors to introduce programmes that support our environmental objectives and targets where their activities have a significant impact on the environment.
- Comply with all applicable environmental legislation and sustainability commitments.
- Support innovation in continual improvement in environmental performance with involvement of our stakeholders.

## Who to Contact

Any questions relating to the interpretation of this Policy should be forwarded to the Safety Department.

## Disclosure

A copy of this Policy is available on Sadleirs Internal Intranet (SIMS or SharePoint).

## Glossary

Term	Definition
Board	means LSSG's Board of Directors.
Business Units	means the strategic divisions of LSSG as determined by Management from time to time.
Chairman	means the person appointed as the Chairman of the Board from time to time.
Charter / Policy	means this document or any amending or replacement document.
Chief Executive Officer	means the person appointed as Chief Executive Officer of LSSG from time to time.
Director	means the persons appointed as Directors of LSSG from time to time.
Employee	means any person employed by LSSG or who otherwise acts as an agent of LSSG or performs work for LSSG as an independent contractor, including the Chief Executive Officer / Managing Director and other senior executives.
Environment	means the surroundings or conditions in which a person, animal, or plant lives or operates.
Executive	means the persons appointed to Management positions.
LSSG	means Lionel Samson Sadleirs Group. Parent Company being R.C. Sadleir Pty Ltd ABN 65 008 667 052.
Management	means the senior management team (excluding Board members but including the Chief Executive Officer / Managing Director) of LSSG, being those who have the opportunity to materially influence the integrity, strategy and operation of LSSG and its financial performance.
Sustainability	means the ability to be maintained at a certain rate or level.