



ENVIRONMENTAL POLICY (EN-POL-001)

Overview

Indianic Group Pty Ltd ("Indianic") specialise in the provision of underwater construction labour, specifically, marine demolition and construction support. Indianic also design, inspect, repair and install mooring systems, provide maintenance for existing infrastructure, salvage vessels and equipment and perform in water inspections and surveys.

Indianic is committed to minimising the impact of its activities on the environment in keeping with its belief that companies become increasingly responsible in their management of environmental issues. Pollution prevention is key to Indianic's approach to work, aiming to reduce potential for pollution through increased efficiency of processes and reduction of source pollution. Indianic also aim to reduce, reuse and recycle where possible.

This environmental policy identifies Indianic's commitment to managing potential environmental impacts associated with our activities, while the Quality Safety & Environmental System (QSE) provides a framework for continual improvement of our environmental performance. Indianic demonstrates due diligence in the provision of services and management of projects striving towards continuous improvement while achieving our environmental principles.

Indianic will comply with all statutory, regulatory and legislative requirements where applicable.

Environmental Principles

- Comply with relevant legislation and standards;
- Identify and address environmental concerns in project planning and design;
- Set objectives to improve environmental outcomes of activities i.e. Zero Environmental Incidents;
- Implement environmental planning in daily activities and management plans;
- Continued research into and application of new technologies and procedures that reduce environmental impacts;
- Procurement procedures which follow the principles of the QSE System and Indianic's environmental policy;
- Promote open communication with Government Departments and interested parties to identify and implement environmentally sound practices;
- Minimise habitat disturbance (land and ocean) by adopting best practice;
- Minimise and where possible eliminate the use of harmful substances;
- Employ and promote waste management through the principles of **Reduce, Reuse and Recycle**;
- Provide employees with skills and knowledge to attain Indianic environmental responsibilities and promote environmentally responsible work ethics; and
- Ensure continued development through regular audits and progress reviews of the QSE System.

Directors are Responsible

- For overall environmental management and risk/impact minimisation;
- For promoting and encouraging contributions towards environmental management;
- For approving and reviewing Indianic policies and procedures;
- To approve resources for effective environmental management;
- To fulfill responsibilities from the Environmental Protection Act and relevant statutory, regulatory requirements.





Management and Supervisors are Responsible

- For ensuring work is conducted in a responsible and safe manner at all times;
- To provide environmental training and resources including documents;
- For ensuring compliance with relevant statutory, regulatory and legislative requirements;
- For ensuring internal audits are performed and results reported to senior management;
- For monitoring compliance with environmental controls;
- For reporting breaches of environmental controls to senior management; and
- For promoting compliance with Indianic policies, procedures and environmental controls and setting a good example for all employees.

Indianic Employees, Contractors and Visitors are Responsible

- For complying with Indianic policies, procedures and environmental controls;
- To promote and maintain environmental awareness;
- For conducting environmental risk assessments for all work completed (i.e. as part of the JHA);
- For conducting all work in a safe and responsible manner in accordance with all reasonable direction(s);
- To report all incidents and hazards; and
- To participate in any training recommended/specified by Indianic.

Michael Gray

General Manager

***This policy is reviewed and approved by the General Manager on an annual basis.*

