

## Environmental Policy

### Purpose

The Lamson Paragon Group of Companies is committed to environmental sustainability and responsible business practices that minimise our ecological footprint. This policy provides a framework for sustainable operations, including waste management, energy efficiency, emissions reduction, water conservation, and regulatory compliance.

As a printing business, we recognise the environmental impact of our industry and strive to implement best practices that support sustainability, innovation, and compliance with relevant legislation.

### Scope

This policy applies to all employees, contractors, suppliers, and stakeholders involved in the activities of the Lamson Paragon Group of Companies. It encompasses all aspects of our environmental impact, including:

- Waste management and reduction
- Sustainable materials and resource efficiency
- Energy and emissions management
- Water conservation
- Compliance with environmental regulations and reporting requirements

### Objectives

Our key environmental objectives include:

- **Minimising waste** by promoting resource efficiency, reducing single-use plastics, and maximising recycling and reuse.
- **Reducing greenhouse gas emissions** by improving energy efficiency and adopting sustainable energy solutions.
- **Conserving water resources** by implementing best practices for water use in our printing and manufacturing processes.
- **Ensuring compliance** with local, state, and national environmental laws and regulations.
- **Promoting environmental awareness** through training and engagement with employees and stakeholders.
- **Encouraging sustainable procurement** by sourcing environmentally friendly materials, including FSC-certified paper and biodegradable packaging.

## Sustainable Practices and Strategies

### 1. Waste Management

The company follows the **Waste Management Hierarchy**:

1. **Reduce** – Minimise waste generation, particularly single-use plastics and excess materials.
2. **Reuse** – Identify opportunities to repurpose materials within our operations.
3. **Recycle** – Ensure recyclable materials are properly sorted and processed.
4. **Recover** – Explore energy recovery options for non-recyclable waste.
5. **Dispose** – Ensure safe and compliant disposal of residual waste.

#### Key Waste Initiatives:

- Prioritising digital printing and electronic workflows to reduce paper waste.
- Using **environmentally friendly inks, toners, and solvents** to minimise hazardous waste.
- Partnering with **certified recyclers** for office waste, e-waste, and manufacturing by-products.

### 2. Energy and Emissions Reduction

- Transitioning to **energy-efficient printing equipment** and LED lighting (COMPLETE).
- Optimising production processes to **reduce energy consumption**.
- Investing in **renewable energy** sources, such as solar power (We are off the grid when the sun is up), for facility operations.
- Reducing transport emissions by **optimising logistics and supporting local suppliers**.

### 3. Water Conservation

- Implementing **water-efficient practices** in printing processes.
- Monitoring water usage and minimising wastewater discharge.
- Using **non-toxic, biodegradable cleaning agents** to reduce water pollution.

### 4. Sustainable Procurement

- Sourcing **FSC-certified paper** and environmentally responsible materials.
- Reducing packaging waste by working with suppliers on **sustainable alternatives**.
- Choosing **low-VOC (volatile organic compound) inks** and environmentally friendly coatings.

### 5. Compliance and Reporting

- Adhering to **NSW Environment Protection Authority (EPA) regulations** and national sustainability standards.
- Conducting regular **environmental audits** to track performance.
- Reporting sustainability progress in the **company's annual environmental review**.

## Roles and Responsibilities

- **Management:** Provide leadership, resources, and ensure policy compliance.
- **Employees:** Follow sustainable practices and participate in training.
- **Facilities Team:** Oversee waste, energy, and water management programs.

## Continuous Improvement

This policy will be reviewed annually by the **Sustainability Committee** to integrate technological advancements, regulatory updates, and sustainability best practices.

## Communication

The policy will be communicated to all employees, suppliers, and stakeholders via the company **intranet, training programs, and operational guidelines.**

## Compliance

All employees, contractors, and stakeholders must adhere to this policy. **Non-compliance may result in disciplinary action or legal consequences.**

## Approval

This **Environmental Policy** is approved by the **CEO of The Lamson Paragon Group of Companies** and is effective as of **1st January 2025.**