



Environmental Policy

Novita Healthcare Limited

ABN 53 108 150 750

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Confidential

Novita Environmental Policy

This is the Environmental Policy of Novita Healthcare Limited ACN 108 150 750 (collectively referred to as **Novita, we, our or us**).

At Novita, we take environmental issues very seriously, and this Environmental Policy, which is available at www.novitahealthcare.com.au explains how we aim to conduct our operations in an environmentally responsible manner and to effectively manage any risks that have the capacity to create an environmental impact.

Scope

The scope of this policy is to reflect the commitment of management towards compliance with applicable environmental legislation and regulations, and continual improvement of the Company's environmental performance.

For the purposes of this policy, the environment is deemed to consist of the surroundings in which the organisation operates, including air, water, land, natural resources, flora, fauna, humans, and their interrelation.

Objective and aims

To maintain and improve environmental performance within Novita Healthcare Limited in Australia and in any overseas operations.

The Company aims:

- (i) to do all that is reasonably practical to ensure continuous improvement in environmental performance having due regard for the changing community standards and expectations and all relevant environment legislation and regulations;
- (ii) to monitor and modify or change its operations from an environmental perspective to ensure compliance with changing laws, standards and community attitudes;
- (iii) wherever possible and cost effective to do so, to conserve resources used in the course of operations, including the maintenance of an effective energy conservation strategy;
- (iv) to assess likely environmental outcomes as part of the decision-making processes, and emphasis on preventive rather than corrective action;
- (v) to achieve ongoing improvement in environmental management;
- (vi) to educate staff in environmental awareness and responsible practices, and share environmental experiences and solutions;

- (vii) to regularly monitor technological developments and advances to reduce consumption of resources;
- (viii) to prevent pollution, reduce waste and consumption of resources such as materials, fuel and energy and commit to recovery and recycling, as opposed to disposal, wherever feasible and cost effective;
- (ix) to cooperate with government environmental policies and industry-wide initiatives, and actively participate in or support community based environmental activities;
- (x) to use audits and management reviews to monitor and re-evaluate environmental objectives and targets;
- (xi) to establish and maintain where possible corrective / preventive action plans to deal effectively with emergencies, accidental spills and discharges;
- (xii) to promote throughout the company a strong environmental ethic as part of its culture;
- (xiii) to consider favourably suppliers who pursue good environmental management practices; and
- (xiv) to monitor environmental matters and implementation of this Environmental Policy through the Novita Audit Committee, which may set tasks for environmental matters within the Company, and provide the resources necessary to support the Company's environmental policy and its initiatives, including encouraging and reviewing staff recommendations leading to improvements in the Company's environmental performance.

The environmental policy shall be coordinated in conjunction with:

- the Company's SOP's, including but not limited to SOP's covering trade waste, disposal of contaminated material, autoclave and steam generator operation;
- the Institutional Biosafety Committee (IBC);
- the Novita Occupational Health and Safety Policy; and
- the Novita Employee Information Guide, which extends to contractors and all other third party visitors to the Novita sites.

This policy shall be communicated to all employees through the induction process for new employees, the intranet and through posting on staff notice boards. Novita's intentions and objectives shall be on public display via the Company's website.

Queries and complaints

For any queries or further information, or if you wish to make a complaint about the way we have managed any aspect of our operations from an environmental perspective, then please contact the Novita Company Secretary at info@novitahealthcare.com.au or 1300 082 013. Novita endeavours at all times to address complaints or disputes regarding environmental issues promptly and courteously.