

1. Purpose

This policy explains the commitment of ARB Corporation Ltd and its subsidiaries (the ARB Group) to conducting business in an environmentally responsible manner, and to minimising the impacts of its activities on the environment.

This policy contains core requirements which must be complied with. It also contains guidelines to demonstrate ways that the core requirements can be satisfied.

The policy applies to everyone who works for the ARB Group, including employees, contractors and directors. A breach of this policy may be sufficient reason for dismissal from employment without notice.

This policy is not intended to be complete or all-inclusive. The ARB Group relies on the good sense of its employees to behave in a proper manner and uphold the general principles outlined in this policy.

2. Core requirements

- **The ARB Group strives continually to improve its environmental performance by adhering to the principles of efficient production, actively working to minimise pollution, and managing waste streams.**
- **The ARB Group ensures the environment is considered in its corporate strategies and procurement choices.**
- **Environmental management systems will be established and maintained to achieve these objectives.**
- **The ARB Group will comply with environmental regulatory requirements, international and Australian Standards, and relevant codes of practice.**
- **Operations shall consider and where practical introduce systems which maximise the ability to reduce, recycle and or reuse.**

3. General principles

The ARB Group strives for a culture of continuous environmental improvement. Critical to achieving this objective is that staff understands and manages environmental risks with the goal of minimising or eliminating adverse environmental impacts.

To achieve this, the ARB Group has implemented environmental objectives and programs to use resources efficiently and to minimise waste production. Where practicable the ARB Group redesigns products and processes to improve environmental performance. The ARB Group will commit sufficient resources to enable environmental objectives to be met.

The ARB Group regularly monitors and reviews its environmental programs and ensures they are compatible with quality assurance and occupational health and safety systems

The ARB Group's environmental policy and programs are communicated to all employees.

Stakeholders, including customers, contractors and suppliers will be made aware of the ARB Group's environmental policy. The policy will be made available to the public.

The ARB Group will engage with government authorities and the community in developing responses to issues of environmental concerns as required.

4. Environmental management system

It is the responsibility of all staff members to consider the environmental impacts of the ARB Group's business as it affects their role and to take responsibility for implementing the ARB Group's environmental management measures.

The ARB Group's manufacturing sites will have formal environmental management systems in place and may seek formal accreditation from authorised bodies. Further information is available in ARB's Management System Manual.

Managers of non-manufacturing sites should review their processes regularly and implement appropriate measures to ensure their operations are consistent with this policy. Issues identified should be reported through the ARB Group's corrective and preventive action systems to enable the sharing of information and development and continuous improvement of appropriate systems across the ARB Group.

5. Referral and investigation

Any employee who is aware of, or reasonably suspects, a breach of this policy should report it to their Manager immediately for investigation. The Manager is obliged to investigate the matter, and if necessary, refer the matter to the ARB Group's Legal and Commercial Manager for further investigation.

6. Breach of policy

Breach of this Policy may result in disciplinary action being taken by the ARB Group. Such disciplinary action may in certain circumstances result in termination of employment including termination without notice.

7. Policy variations

The ARB Group may vary, replace or terminate this policy from time to time.



Lachlan McCann
Chief Operating Officer