

## TECSIDE: SUSTAINABILITY POLICY

This Policy is published on behalf of Interstate Enterprises Pty Ltd and its wholly owned subsidiaries Tecside Group. References to 'Tecside Group', 'we', 'us', 'our' or the 'agency' are inclusive of the related employee(s) and/or entities (parties) that carry on the Tecside Group business.

Being a business that facilitates talent into careers and professions, Tecside Group and our employees fit into the global network of human activity impacting upon the earth and upon each other. There are many issues facing both people and planet today, including population growth leading to intensive resource use, food and water scarcity, the loss of biodiversity and indigenous communities, anthropogenically-induced climate change, peak oil and social injustice.

In our work and throughout the business, Tecside Group takes a holistic approach to sustainability, actively engaging with the interrelated issues of economy, society, environment, and corporate governance to positively make an impact. Where traditionally sustainability has been used in relation to environmental topics, it now encompasses community actions and attitudes, the social and economic systems and the change in behaviour that needs to happen to achieve a sustainable lifestyle. It is not an endpoint to be reached but rather is an ongoing process of continual improvement. Through business innovation and change management, Tecside Group are committed to be the most sustainable that we can be. We are a rapidly expanding business with commitment from Director level to ensure that our growth is as sustainable as possible.

Our vision for the future is to be an exemplar business for excellent sustainable practice. This policy compliments our Corporate Social Responsibility commitments. We comply with all relevant legislative, regulatory and other environmental requirements in order to act in a socially responsible manner. We put our policy into practice by recognising the principles, and seeking to comply with, the international environment code ISO 14001.

In addition, Tecside Group commit to;

- Manage activities over which we have control and which impact upon its various 'environments' in accordance with the principles of sustainable development;
- Partner with organisations who are publicly and actively moving forward with sustainable development agenda;
- Act in accordance with Environmental legislation in the pursuit of its business goals, and will go beyond compliance to ensure we can make a positive impact to society and the environment;
- Wherever possible procure supplies that are deemed environmentally and socially sound. We are committed to not only source sustainable products but also ensure that our procurement supports Social Enterprises where possible;
- Where required use resources efficiently and will minimise waste, usage of water and energy and will seek to prevent pollution where applicable with our business operations;
- Raise the sustainability awareness of employees, visitors, candidates and clients by promoting the concept of sustainable development and by openly recognising the ongoing need to move towards a more sustainable future;
- Monitor the use of resources, both non-renewable and renewable, and maximise the efficiency and effectiveness with which they are used, with a view to minimising environmental impacts;
- Provide appropriate sustainability training and development for our employees, and will encourage them to apply sound sustainability practices at work, at home and within the wider community;
- Apply continuous improvement in managing the environmental impact of our business operations; and
- Encourage staff to cycle or walk to work where possible and to use public transport, and if appropriate to car share.

All Tecside Group policies and procedures have been developed with Sustainability best practices in mind. Our CEO Shayne Pollack is responsible for our corporate sustainability, and every employee is required to adhere to Tecside Group Policies and Procedures.



**SHAYNE POLLACK**

**Chief Executive Officer**