

Amalgam Recruitment Environment Policy

1. Policy Statement

Amalgam Recruitment is committed to conducting its labour hire and recruitment operations in an environmentally responsible manner. While our business activities have a relatively low direct environmental impact, we recognise our responsibility to minimise our footprint, comply with applicable legislation, and promote sustainable practices across our operations and workforce.

2. Our Commitment

Amalgam Recruitment is committed to:

- Complying with all relevant environmental legislation, regulations, and codes of practice applicable in Western Australia
- Preventing pollution and minimising environmental impacts associated with our business activities
- Continually improving environmental performance through responsible resource use and environmental awareness

3. Environmental Management Principles

To meet these commitments, Amalgam Recruitment will:

i. Compliance and Client Collaboration

- Work collaboratively with host clients to understand, support, and implement their environmental policies, procedures, and site-specific environmental requirements
- Ensure our employees and contractors placed with host clients are informed of, and comply with, host client environmental policies and controls while on assignment

ii. Resource Efficiency

- Minimise paper usage through electronic documentation, digital timesheets, and online recruitment systems
- Promote efficient use of electricity, water, and office resources

iii. Waste Management

- Reduce waste generation and encourage recycling and responsible disposal practices
- Ensure waste is managed in accordance with regulatory and local council requirements

iv. Sustainable Procurement

- Where practicable, select suppliers and service providers that demonstrate environmentally responsible practices
- Encourage the use of sustainable and recyclable office products

v. Transport and Emissions

- Promote efficient travel practices, including remote meetings and electronic communication where practicable
- Encourage the use of fuel-efficient vehicles, carpooling, or public transport where feasible

4. Responsibility and Review

Management is responsible for implementing this Environmental Policy and ensuring it is communicated to employees, contractors, and relevant stakeholders. This policy will be reviewed periodically to ensure it remains appropriate to the nature and scale of our operations.

Approved by

Name: Senior Management Team

Members:

Tom Parker (Director)

Rebecca Heffernan (Director)

Martin Heffernan (Senior Manager)

Kristy Parker (Senior Manager)

Approved: 18th December 2025