



Environmental Policy

This Policy applies to Talentia and all subsidiaries

Effective date	01.09.2026	Next review date	01.09.2027
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Purpose

Talentia accepts responsibility for the potential environmental effects of its operations and is committed to reducing these impacts and protecting New Zealand's environment.

Our Approach

- Meet all applicable environmental legislation, regulations and other relevant requirements.
- Follow relevant industry codes of practice and other requirements that apply to our business and the services we provide.
- Reduce consumption of natural resources where possible through efficient use of water, energy, technology and other resources.
- Segregate and dispose of waste responsibly and, where possible, reduce waste going to landfill through waste reduction and recycling.
- Provide appropriate information and training to employees so they understand how they can reduce their environmental impact and Talentia's overall impact.
- Use external advice and examples of good practice to improve our waste management and environmental practices.
- Consider our environmental commitment when making purchasing and supplier decisions.
- Promote continuous improvement through regular review of our environmental policies and procedures.
- Provide opportunities for stakeholders to give feedback on environmental initiatives and support innovation that can achieve positive environmental outcomes.

What you can expect from Talentia

- A practical commitment to reducing waste and environmental impacts.
- Consideration of environmental impacts when making relevant purchasing and supplier decisions.
- Ongoing review and improvement of our environmental practices.

- Appropriate information and awareness for employees about reducing environmental impacts.
- Opportunities to provide feedback and contribute ideas for environmental improvement

What we expect from our people

- Use resources responsibly and avoid unnecessary waste.
- Follow Talentia's waste, recycling and environmental practices.
- Consider environmental impacts in day-to-day work and purchasing decisions where relevant.
- Participate in environmental awareness or training provided by Talentia.
- Raise ideas or concerns that could help reduce waste or improve our environmental practices.

Continuous Improvement

This policy is the starting point for an ongoing journey toward waste minimisation and better working practices across Talentia. We will continue to build understanding of our environmental impact, improve engagement and develop practical and maintainable ways to assess and reduce our impact.

Review

This policy will be reviewed annually and updated when required to reflect Talentia's business needs and expectations.