

POLICY

Evolve Environmental Solutions is an award winning environmental landscaping and natural areas rehabilitation company. Our commitment to the Environment and Sustainability is outcome based, innovative and founded on the belief that we have a wider responsibility for our contribution to have a lasting impact. Sustainability is about creating a lasting legacy for the planet and for our people. Evolve Environmental Solutions recognizes that acting in a responsible and sustainable manner creates new opportunities, enhances investor value and improves social and environmental returns.

Objectives for achieving our vision

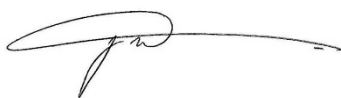
- Having an implemented Environmental Management System developed to ISO 14001:2015
- Establishing measurable objectives and targets aimed at the elimination of environmental impacts from our activities, products and services
- Defining roles, responsibilities and levels of accountability

Commitments

- Integrating risk management principles in all core planning activities; including the prevention of pollution
- Maintaining high standards of honest, ethical and legal business behaviour at all times
- Engaging with our suppliers to improve the sustainability performance of our supply chain
- Providing sufficient resources to ensure compliance remains central to core business values
- Enhancing the communities in which we operate through actions including active engagement, offering innovative and sustainable products, preserving heritage and enhancing culture and a focused program of community contributions, investments and initiatives
- Developing, recognising and rewarding our staff to facilitate optimal performance, achieve career objectives and foster a high performance culture committed to sustainability
- Improving resource efficiency and minimising the environmental impacts of activities, including the prevention of pollution
- Positioning Evolve Environmental Solutions to operate in a changing climate and carbon constrained economy
- Pursuing continual improvement in corporate responsibility and sustainability management and performance
- Regularly reviewing our policies and procedures to ensure compliance with legislation and ongoing relevance

Accountability

I commit Evolve Environmental Solutions to the implementation of this policy and task all personnel across Evolve Environmental Solutions with contributing to this goal.



Jason McGarry
Managing Director
1st July 2017



HEALTH AND SAFETY POLICY



Evolve Environmental Solutions is an award winning environmental landscaping and natural areas rehabilitation company. Health and Safety is central to Evolve Environmental Solutions core business values. Our vision is simple – to provide workplaces free from harm and supported by a culture which ensures that the safety of people. Evolve Environmental Solutions believes the best business solution for management of Health and Safety is also the best business solution for all our stakeholders.

Objectives for achieving our vision

- Having an implemented Health and Safety Management System developed to AS 4801:2001
- Fostering consultation from all levels of the company
- Establishing measurable objectives and targets aimed at the elimination of work related incidents or impacts from our activities, products and services
- Defining roles, responsibilities and levels of accountability

Strategies include:

- Integration of risk management principles in all core planning activities including the prevention of pollution
- Regular review of objectives and targets to promote improved performance outcomes across all business divisions
- A commitment to measurable and continual improvement in Health and Safety performance through strategic planning
- Establishment and ongoing expansion of Health and Safety learning and development initiatives
- Regular consultation with our workforce and other stakeholders to improve decision-making on Health and Safety matters
- Ensuring incidents are investigated and lessons learnt are distributed business wide
- Distributing Health and Safety information, including this policy, business wide to all employees, workers and interested parties
- Providing timely and effective injury management and environmental remediation strategy
- Regular review of Health and Safety policies and procedures to ensure compliance with legislation and ongoing relevance across the business
- The provision of sufficient resources to ensure Health and Safety remains central to core business values
- Prequalification of Service Providers (contractors and suppliers)
- Adopting sustainable business principles and practices that meet the needs of stakeholders without compromising future resource needs
- Recognising and rewarding excellence in Health and Safety performance

I commit Evolve Environmental Solutions to the implementation of this policy and task all personnel across the business with the responsibility for achieving our vision.

A handwritten signature in black ink, appearing to read "Jason McGarry", with a long horizontal flourish extending to the right.

Jason McGarry
Managing Director
1st July 2017



QUALITY POLICY



Evolve Environmental Solutions is an award winning environmental landscaping and natural areas rehabilitation company.

Our commitment to ensure we provide a consistently high standard of administration and construction service to our clients, approving authorities, and the general community.

To ensure client satisfaction we will:-

- commit adequate resources and competent personnel to our projects; and
- have an implemented Quality Management System based upon AS/NZS ISO 9001:2015

Evolve Environmental Solutions is committed to:

- Maintaining high standards of honest, ethical and legal business behaviour at all times
- Providing our customers, investors, suppliers and business partners with an experience that delivers excellence, meets or exceeds expectations of quality performance and engenders loyalty
- Engaging with our suppliers to improve the sustainability performance of our supply chain
- Developing, recognising and rewarding our staff to facilitate optimal performance, achieve career objectives and foster a high performance culture committed to sustainability
- Preventing harm to people
- Improving resource efficiency and minimising the environmental impacts of activities, including the prevention of pollution
- Positioning Evolve Environmental Solutions to operate in a changing climate and carbon-constrained economy
- Pursuing continual improvement in corporate responsibility and sustainability management and performance
- Regularly reviewing our policies and procedures to ensure compliance with legislation and ongoing relevance

Evolve Environmental Solutions Quality Management System establishes the framework to achieve our quality objectives through measurable targets, quality plans and procedures and the empowerment of personnel through accountability and training.

Accountability

I commit Evolve Environmental Solutions to the implementation of this policy and task all personnel across Evolve Environmental Solutions with contributing to this goal.

A handwritten signature in black ink, appearing to read "Jason McGarry".

Jason McGarry
Managing Director
1st July 2017



INJURY MANAGEMENT & RETURN TO WORK POLICY



Evolve Environmental Solutions recognises that helping workers to stay at work or make an early and safe return to work after an injury minimises the impact of the injury on them and their families. We support our injured workers by having a system of workplace rehabilitation and providing suitable duties for workers while they are recovering and we expect that all injured workers will return to work on suitable duties as soon as it is medically safe to do so. We have appointed a rehabilitation and return to work co-ordinator to manage workplace rehabilitation for our injured workers.

We recognise the benefits of sound injury management principles and practices and commit to implementing such practices in all of our workplaces. In conjunction with this commitment we acknowledge all legislative frameworks which govern and support injury management and return to work activities across all worksites and regions of operation by Evolve Environmental Solutions.

Experience has demonstrated that early intervention and management of workplace injury through sound injury management practices greatly assists the recovery process and helps restore workers to normal duties much sooner. Workplace injury management includes early provision of timely and adequate services, including a suitable duties program and aims to:

- maintain injured or ill workers at work; or
- ensure their earliest possible return to work; or
- maximise the worker's independent functioning and provide for durable employment.

This policy constitutes a joint workforce-management agreement in which we commit to:

- Providing suitable duties at the workplace, or other workplaces, including modified or alternative duties that are aligned with medical opinion
- Providing support to the injured worker(s) through the provision of meaningful and suitable employment and if necessary, attend medical appointments
- Maintaining confidentiality over medical and injury management information including verbal and written confidentiality
- Educating the injured worker(s) on their rights, responsibility and obligations
- Communicating and co-ordinating with all stakeholders to assist in maintaining the injured worker at work or plan for a return to work
- When disputes arise during the return to work process, undertaking the dispute resolution process prescribed by the Evolve Environmental Solutions Return To Work Program
- Ensuring that participation in a return to work process will not itself be prejudicial by not disadvantaging the injured worker's employment
- Regularly reviewing this policy and associated programs to ensure Evolve Environmental Solutions commitment continues to meet legislative requirements and the needs of all parties

I commit Evolve Environmental Solutions to the implementation of this Policy and its supporting framework of workplace injury management procedures, which outline key terms, roles and responsibilities and stages in the return to work process.

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Jason McGarry
Managing Director
1st July 2017



DRUG & ALCOHOL POLICY

Evolve Environmental Solutions is committed to providing safe, healthy and productive workplaces. While social drinking may be identified as part of Australia's cultural identity, it is well recognised that drugs and alcohol affect a person's health and their ability to perform tasks safely and productively. As an Employer of Choice, Evolve Environmental Solutions shares community concern over the harmful physical, behavioural and social effects of drugs or alcohol and the overall human and economic cost of dependence or abuse.

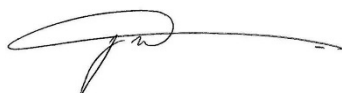
Drug or alcohol abuse causes short and long term impairment to a person's work performance, can impact on their safety and health and may even impact on the safety of others at work. To eliminate risks associated with drugs or alcohol abuse and achieve Evolve Environmental Solutions commitment to a safe, healthy and productive workplace, the following is prohibited at all Evolve Environmental Solutions workplaces:

- Undertaking high risk work duties or work at high risk workplaces under the influence of drugs or alcohol
- Driving a motor vehicle under the influence of drugs or with a blood alcohol level over the legal limit while at work or travelling to and from work
- Illegal drug use or drug use that impairs a worker's capacity to perform their duties, including their responsibility to work safely
- Operating plant and equipment while under the influence of drugs or alcohol
- The provision of alcohol to a person(s) under the legal age limit

In enforcing the prohibitions above, Evolve Environmental Solutions manages the risks associated with the use of drugs or alcohol in the workplace in a way that is consistent and fair to all employees or workers. More specifically, Evolve Environmental Solutions' objectives include:

- Provision and maintenance of a safe, healthy and productive workplace
- Inclusion of drug screening for individuals seeking employment in high risk work activities through the Evolve Environmental Solutions Pre-Placement Medical Assessment process
- Management of work related social or entertainment events in a responsible manner by adhering to the Evolve Environmental Solutions' Drugs & Alcohol Procedure and its codes of behaviour that support this policy
- Promoting awareness of the risks associated with drugs or alcohol abuse
- Ensuring that consultation remains confidential between management and workers in the ongoing prevention, education, counselling and rehabilitation of workers affected by drug or alcohol use

To ensure Evolve Environmental Solutions' commitment to a safe, healthy and productive workplace, all Foreman/2IC's/Managers/Supervisors shall promote and administer compliance with this Policy and the Evolve Environmental Solutions Drugs & Alcohol Procedure which includes mandatory codes of behaviour. All employees, workers or other visitors to Evolve Environmental Solutions workplaces shall abide by the provisions of this Policy as a condition of employment or contract.



Jason McGarry
Managing Director
1st July 2017



BULLYING & HARASSMENT PREVENTION POLICY



Evolve Environmental Solutions is committed to protecting the health, safety and wellbeing of its employees, service providers and other workers by creating a work environment that is free of bullying or harassment behaviour. Each of Evolve Environmental Solutions' employees, service providers and other workers has a legal obligation not to (and must not) bully or harass any employee, service provider, other worker, customer, supplier or visitor. Evolve Environmental Solutions does not tolerate such behaviour and expects all employees, service providers and other workers to treat each other with dignity, courtesy and respect.

Bullying is repeated, unreasonable behaviour directed towards a person that creates a risk to their health, safety or wellbeing. Repeated behaviour is defined as persistent in nature and can refer to a range of behaviours over time. Examples can include:

- abusive, insulting or offensive language
- expressing malicious rumours
- harmful and offensive intimidation practices
- setting deadlines that are unrealistic or exceptionally difficult to achieve
- excluding, belittling or abusing workers who raise safety concerns

Harassment involves intimidating, offending or humiliating behaviour directed towards a person on the basis of a particular personal characteristic such as race, age or gender and includes unwanted or unwelcome sexual behaviour. The behaviour may make another person feel embarrassed, offended or degraded and does not have to be repeated.

Many things that happen at work are generally not considered to be bullying or harassment, even where some experiences can be uncomfortable for those involved. For instance, performance and conduct management, or related management assessment which is reasonable, does not constitute bullying or harassment. Managers have a right to direct the way work is carried out and to monitor and give feedback on performance and conduct.

Where an employee, service provider or other worker is confronted by an issue which they perceive to be bullying or harassment, they should in the first instance try to address the issue directly with the person involved, if appropriate. If this action proves too difficult they should then raise the issue with their immediate manager. Alternatively the issue can be raised with the Human Resources Manager.

As part of our commitment in preventing bullying or harassment behaviour Evolve Environmental Solutions treats all reported complaints of such behaviour as a serious matter and applies the Evolve Environmental Solutions Workplace Issue Resolution Procedure in resolving reported complaints as well as allegations that come to its attention. All Evolve Environmental Solutions employees, service providers and other workers are required to comply with this policy at all times. Breach of this policy is a breach the Evolve Environmental Solutions Code of Conduct and may be subject to disciplinary action. In serious cases this could include termination of employment. Service Providers or other workers who are found to have breached this policy could have their service agreements with Evolve Environmental Solutions terminated.

A handwritten signature in black ink, appearing to read "Jason McGarry", with a long horizontal flourish extending to the right.

Jason McGarry
Managing Director
1st July 2017

NOISE CONTROL POLICY



Evolve Environmental Solutions is committed to ensuring that its workplaces are free from noise and vibration levels which have the potential to adversely affect human health. This includes the monitoring of noise exposure and peak noise levels at temporary, new or existing workplaces, where noise is identified as a risk and the implementation of noise control measures where adverse levels are identified.

Noise can result in hearing loss based on either the intensity of the noise level, i.e. a peak of more than 140dB(C); or noise levels which exceed an 8 hour noise level equivalent of 85dB(A). As an employer or controller at workplaces where these levels may be exceeded, Evolve Environmental Solutions will instigate noise control measures that include:

- the identification of actual and potential exposure to noise in the workplace by conducting noise assessments or monitoring where identified as a risk
- assessment of the risks to health and safety of potential or actual exposure to noise
- the potential impact of noisy works on nearby neighbours or the surrounding community, strict adherence to any hours of operation imposed by local government or other development condition
- outline of the responsibilities for noise control and information on the risk of noise exposure in workplace inductions
- procurement of plant and equipment which does not adversely impact on noise levels
- wherever practicable the implementation of control measures such as encapsulation or isolation of noisy works or plant and equipment to minimise reliance on personal protective equipment and the impact of noise on surrounding workers or others
- use of personal protective equipment by employees, workers, service providers, visitors, surrounding workers or others who undertake, or are situated close to noisy work
- the identification of noisy areas or plant and equipment with warning signage to alert personnel of the requirement for the use of personal protective equipment
- display of the Evolve Environmental Solutions Sound Advice Poster at all workplaces where noise is identified in risk and opportunity planning
- employees or other workers frequently required to use personal protective equipment to protect against the risk of hearing loss associated with noise that exceeds the exposure standard will be monitored by their employer through audiometric testing

Evolve Environmental Solutions is committed to assisting industry sectors in which it operates to reduce the instance of noise related hearing loss through ongoing implementation of the Evolve Environmental Solutions Noise Management Procedure at all Evolve Environmental Solutions workplaces. Implementation of this policy and the Evolve Environmental Solutions Noise Management Procedure by Evolve Environmental Solutions personnel is unconditional.

A handwritten signature in black ink, appearing to read "Jason McGarry", with a long horizontal flourish extending to the right.

Jason McGarry
Managing Director
1st July 2017

SMOKE FREE POLICY



Evolve Environmental Solutions is committed to protecting the health and wellbeing of its employees, workers and visitors by creating a work environment which is free of tobacco smoke. To achieve this commitment, smoking is prohibited within:

- 'Enclosed' workplaces, e.g. buildings or structures. Enclosed means any space having a ceiling or roof and except for doors and passageways is completely or substantially enclosed by walls or windows
- 'Semi-enclosed' workplaces, e.g. amenities, lunchrooms and areas where meals are consumed. Semi-enclosed means any area mainly located outside the permanent external walls of a building and has a ceiling or roof and at least two sides that include fixed walls, operable windows, doors or retractable coverings
- 5 metres of any access points to an enclosed/semi-enclosed Evolve Environmental Solutions workplace including a building doorway entry or exit, operable window or louvre and air conditioning vent or duct
- Lifts, hoists, and undercover car parks
- 6 metres of any area that is classified as a confined space
- Evolve Environmental Solutions vehicles and plant and equipment
- 10 metres of any designated flammable or combustible goods store
- Other areas designated as no smoking by signs

Smoking breaks for employees during work hours are not permitted. Where employees experience difficulty with the absence of such breaks, or seek to quit smoking, assistance is provided through the Evolve Environmental Solutions Employee Assistance Program.

To enable Evolve Environmental Solutions to foster an environment that promotes health and wellbeing at work and at the same time meets legislative obligations under smoke free, health, and work health and safety legislation all Foreman/2IC's/Managers/Supervisors promote and administer compliance with this Policy. All employees, service providers or other visitors to Evolve Environmental Solutions workplaces shall abide by the provisions of this Policy.

Littered cigarette butts have environmental impacts on waterways, soils and habitats. Evolve Environmental Solutions supports a cigarette butt free environment and asks all smokers to please 'butt it and bin it' to protect the environment.

A handwritten signature in black ink, appearing to read "Jason McGarry", with a long horizontal flourish extending to the right.

Jason McGarry
Managing Director
1st July 2017

UV RADIATION/SUNLIGHT POLICY

At Evolve Environmental Solutions the provision of a safe working environment is central to core business values. Evolve Environmental Solutions recognises the risk of skin cancer to outdoor workers exposed to Ultra Violet Radiation (UVR) through everyday sunlight. Where outdoor work is performed at Evolve Environmental Solutions workplaces, UVR exposure is a consideration in all planning activities.

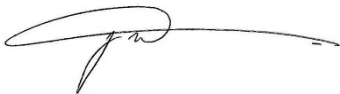
Initiatives implemented to raise awareness and minimise the risk of UVR exposure to outdoor workers at Evolve Environmental Solutions controlled workplaces include:

- a purchasing arrangement for Evolve Environmental Solutions employee work clothing consisting of the requirements for close-weave fabric with a minimum Ultraviolet Protection Factor (UPF) of 30+ that provides protection to the upper and lower limbs
- the requirement for Evolve Environmental Solutions employees undertaking outdoor work at Evolve Environmental Solutions workplaces to wear clothing during daylight hours that provides protection to the upper and lower limbs and has a minimum UPF of 30+
- consultation and awareness training for employees, service providers and other workers through workplace induction emphasising the dangers of UVR exposure and skin cancer
- where provided, sheltered amenity areas not exposed to direct sunlight
- display of the Evolve Environmental Solutions 'UV Exposure' poster and the Evolve Environmental Solutions 'Avoid Heat Stress' poster at all Evolve Environmental Solutions workplaces where outdoor work is carried out
- display of this Policy at all Evolve Environmental Solutions workplaces

Identification and assessment of potential UVR risks for outdoor work is a Evolve Environmental Solutions risk planning requirement. Where outdoor work is to be carried out at any Evolve Environmental Solutions workplace the following minimum control measures are implemented:

- a safe work procedure or equivalent for outdoor work which includes precautions to minimise UVR exposure
- availability of a broad brimmed (min. 8-10cm) hat, or brim and neck flap for safety helmets, to all Evolve Environmental Solutions employees engaged in outdoor work
- availability of sunglasses complying with AS/NZS1067 to all Evolve Environmental Solutions employees engaged in outdoor work
- availability of sunscreen min. SPF 30+ at prominent locations at all workplaces where outdoor work occurs

Where UVR is identified as a health and safety hazard, Evolve Environmental Solutions monitors the implementation and effectiveness of control measures through regular workplace appraisal.



Jason McGarry
Managing Director
1st July 2017

MOBILE PHONES & OTHER DEVICES POLICY



POLICY

Evolve Environmental Solutions Pty Ltd recognises the need to balance the use of mobile phones and other devices (e.g. iPods) at work with the potential serious health and safety risks which can be created if they are used on work sites, when operating mobile plant or driving Company vehicles.

SCOPE

This policy applies to all employees and contractors of Evolve Environmental Solutions Pty Ltd.

PERSONAL MOBILE PHONES AND OTHER DEVICE USE

Personal mobile phones and other devices are not permitted in the work area of Construction or Maintenance work sites unless expressly authorised by the Foreman/2IC/Team Leader/Manager.

It is recommended that employees be proactive in ensuring they are contactable at work by communicating the office number and/or the Foreman/2IC/Team Leader/Manager mobile number to key people who may need to contact them during work hours (e.g. spouse, partner, medical practitioner etc).

Personal mobile phones and other devices can be used for personal reasons during break times.

USE OF COMPANY ISSUED MOBILE PHONES ON WORK SITES

Company issued mobile phones can be used on Construction and Maintenance sites only once the user has stopped walking and made a visual check of the immediate area for potential hazards prior to answering an incoming call or making an outgoing call.

USE OF COMPANY ISSUED MOBILE PHONES IN GENERAL

If Evolve Environmental Solutions Pty Ltd provides you with a Company issued mobile phone you accept the following conditions:

- That the Company issued mobile phone is to be used for the conduct of Evolve Environmental Solutions business
- That you will make every endeavour to keep the number of calls to a minimum
- That you accept responsibility for ensuring you keep personal calls to within reasonable limits and that any excessive usage will result in a request for you to reimburse the cost of all personal calls
- That the Company issued mobile phone, sim card, charger and all other attachments remain at all times the property of Evolve Environmental Solutions Pty Ltd
- That you are responsible for the care and maintenance of the Company mobile phone and must ensure as far as practicable that it remains in good working order
- That you accept responsibility for all repair costs other than the normal wear and tear

USE OF MOBILE PHONES & OTHER DEVICES WHILST OPERATING MOBILE PLANT

Company issued mobile phones, personal mobile phones or other devices MUST not to be used whilst operating powered mobile plant.

MOBILE PHONES & OTHER DEVICES POLICY

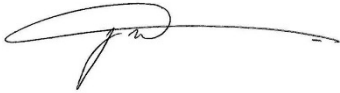
USE OF MOBILE PHONES WHILST DRIVING COMPANY VEHICLES

The use of Company issued mobile phones and/or personal mobile phones whilst driving Company vehicles on public roads during work time is permitted provided the following criteria are met:

- The use does not contravene local legislation
- The vehicle is equipped with hands-free or Bluetooth technology, or the phone is secured in a phone cradle fixed to the vehicle
- The phone can be operated by the driver without touching any part of the phone
- The driver is in proper control of the vehicle at all times whilst using the mobile phone; and
- The phone is not used for:
 - Text messaging
 - Internet/Web Browsing
 - Taking of pictures or video clips
 - Sending or receiving of e-mails

BREACH OF POLICY

Employees found to be in breach of this policy may be subject to disciplinary action up to and including termination of employment.



Jason McGarry
Managing Director
1st July 2017