



ENVIRONMENTAL POLICY

O'Donnell Griffin is the premier provider of professional specialist industrial and commercial electrical solutions to Australian businesses. The name O'Donnell Griffin has become synonymous with specialist technical expertise, innovation and ingenuity in electrical design, installation, project management and flexible servicing for a wide variety of electrical projects. O'Donnell Griffin is committed to operating in a manner that conserves natural resources and protects the environment.

All Company people and contractors are responsible for the implementation of and compliance with this Policy.

In order to meet the above requirements, O'Donnell Griffin will:

- Operate in a manner that prevents pollution and protects the earth's resources;
- Operate in compliance with applicable environmental laws and regulations;
- Strive continuously to improve the Company's environmental performance by implementing environmental management procedures, regularly reviewing their effectiveness and rectifying deficiencies where necessary;
- Establish processes to review the environmental aspects and impacts of O'Donnell Griffin work activities prior to undertaking the work, and implement appropriate procedures to manage potential risk;
- Provide the support and resources necessary to ensure compliance with Company and statutory requirements;
- Hold managers accountable for the environmental performance of their businesses;
- Encourage process modifications that reduce pollution and waste;
- Implement internal recycling programs;
- Report and record environmental incidents and non-compliance situations, and initiate remedial action to improve performance, rectify damage and prevent recurrent incidents;
- Establish mechanisms for employees to report concerns about environmental issues and respond promptly to their concerns;
- Establish objectives and targets and monitor our performance through the establishment of Key Performance Indicators; and
- Develop manager, employee and contractor awareness of their environmental obligations through education and training.

This signed statement confirms our personal commitment to this Policy.

A handwritten signature in black ink, appearing to read 'David Rafter'.

David Rafter
Chief Executive, Norfolk Electrical & Communications and Norfolk International.
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