

# Sustainability, Conservation of Natural Resources, Efficient Use of Energy and Environment Protection Policy



**multiskilled**  
RESOURCES  
AUSTRALIA

## About Multiskilled

Multiskilled Resources Australia (Multiskilled) provides Electrical Engineering services and solutions from design to implementation.

## Our Commitment

Multiskilled is committed to providing the highest reasonable standard for Sustainability, Conservation of Natural Resources, Efficient Use of Energy and Environment Protection for all the services and solutions we provide and for all our activities.

## Definition

For the purpose of this document "Environmental Matters" shall represent Sustainability, Conservation of Natural Resources, Efficient Use of Energy and Protection of the Environment.

## Our Desired State

Multiskilled is an organisation in which:

- ☺ Environmental Matters are recognised as good business.
- ☺ Leaders at all levels provide visible leadership energy to drive and improve performance and are role models in relation to Environmental Matters.
- ☺ Environmental Matters are integral to the responsibilities and work ethics of all personnel.
- ☺ Environmental Matters are considered and wherever reasonably practical are catered for in our decisions, choices, operations, designs we produce and the materials and components we select.
- ☺ Compliance with standards and procedures is fundamental. We meet or exceed legislated, client and internal requirements.
- ☺ "At risk" behaviours are not acceptable and addressed when observed.
- ☺ Across the organisation we manage Environmental Matters through our risk based management standards.
- ☺ In considering risks and the possibility of a significant event we do not draw any comfort from not having had such an event. Just because it hasn't happened, doesn't mean it can't happen.
- ☺ When assessing Environmental Matters we consider the whole life cycle from design and selection, through implementation and use, to disposal.
- ☺ We use energy and natural resources in a responsible way throughout our business, including conserving, improving efficiency, and giving preference to renewable sources when feasible.
- ☺ Wherever possible waste materials are reprocessed or recycled.
- ☺ We use tools like specific measures, routine reporting, auditing, and self-assessment to identify and correct non compliance and areas for continuous improvement.
- ☺ People are aware of the hazards and risks in their workplace and of the work we perform, are competent, act accordingly and actively participate to continuously improve.
- ☺ Effective understanding and skills to lead and perform work are developed through ongoing experience, education and mentoring facilitated by our learning environment.
- ☺ Necessary information is available, up-to-date and readily accessible.
- ☺ Plant and equipment is maintained and is fit for purpose.
- ☺ We require high environmental standards from suppliers, vendors and contractors involved with the company.
- ☺ In determining who we work for their attitude and behaviour in relation to Environmental Matters is a significant consideration.

## What Multiskilled will do

- ☑ FACILITATE UNDERSTANDING through sharing information and honing our ability to identify and control risks.
- ☑ Provide you with readily accessible, up-to-date, necessary INFORMATION AND GUIDANCE.

- ☑ CONTINUOUSLY IMPROVE our policy, processes and performance by consulting with all stakeholders.
- ☑ Appropriately CONSULT and involve you.
- ☑ Being INNOVATIVE in both the way we work and with the solutions we provide.
- ☑ Provide appropriately QUALIFIED EXPERTISE to support our policies.

## What you should do

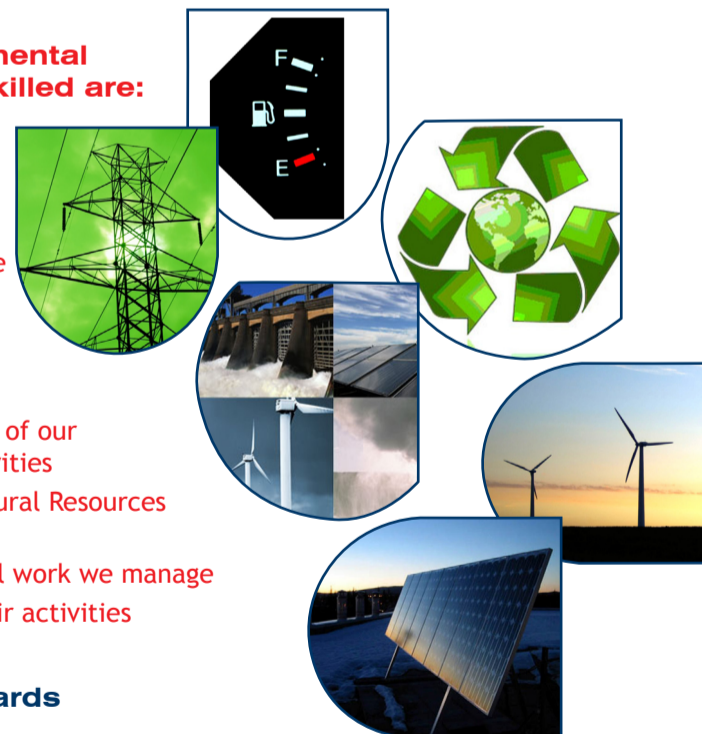
- ☑ STOP AND THINK before undertaking tasks that may compromise environmental matters.
- ☑ Be alert to AVOID CREATING HAZARDS to the environment.
- ☑ Be ALERT TO CHANGES in scope or the work environment which may mean the controls you first established are inadequate.
- ☑ REPORT to your immediate Team Leader promptly, any hazards that you are unable to correct yourself.
- ☑ Get PERSONALLY INVOLVED in making Multiskilled a place to work that acts to achieve high performance in relation to Environmental Matters.
- ☑ UNDERSTAND AND CONTRIBUTE to achieving Multiskilled's goals.
- ☑ COMPLY with the governance of Multiskilled.

## Accountability & Responsibility

All staff are responsible for environmental Matters either under their control or which they may influence, and all managers are accountable for Environmental Matters in their areas of responsibility (this includes the provision and education of suitable information and guidance). In all cases we will act promptly and responsibly.

## The Core Environmental Matters for Multiskilled are:

- ✘ Energy efficiency in systems we design
- ✘ Selection of components that are non polluting and made by energy efficient manufacturers
- ✘ Energy consumption of our operations and activities
- ✘ Consumption of Natural Resources like Paper and Fuel
- ✘ Pollution with install work we manage
- ✘ Contractors and their activities



## Supporting Standards & Procedures

Multiskilled will continue an ongoing process to establish, apply and improve the necessary information and guidance for employees. Controlled versions of these shall be available via our computer based Information Console.

## Review

This policy will be reviewed bi-annually and at other times should changes in: legislation; business organisation and roles or feedback and experience necessitate it.

## Where to get more information?

If you want or need more information, please consult with your Team Leader.

Paul Brooker  
General Manager

Ken Hipwell  
Director

Doug Lithgow  
Director

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