

Environmental Policy

POLICY STATEMENT:

Wave International is committed to the protection of the environment through the promotion of environmentally sustainable practices. Wave maintains a pledge to the ongoing management of any environmental risks associated with our activities.

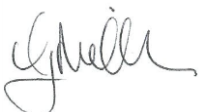
POLICY DETAILS:

To achieve this outcome we will:

- Ensure that managing risks to the environment is integral in all of our business activities.
- At all times comply with relevant environmental legislation and guidelines or apply company standards where laws or regulations do not exist. The same is expected of all employees, contractors and subcontractors.
- Aim to instil a sense of environmental responsibility in our employees; encouraging their environmental awareness, and providing resources and support for them to conduct themselves in an environmentally friendly manner.
- Implement environmental performance standards, and manage the risk of pollution and other impacts on the environment in our business activities.

To ensure we meet these objectives and respect the interests of those who may be affected by our activities, Wave International will consult with, listen to and respond openly to all staff, subcontractors, regulators, clients, local communities and public interest groups regarding any environmental concerns.

This policy is reviewed annually to ensure its relevancy is upheld. All employees have access to the policy and it will be made available to any interested parties. Violation of this policy will lead to a disciplinary investigation that may result in the termination of employment.



Greg Millen

CEO Wave International Pty Ltd

Approved: 11 Feb 2015

Review: 11 Feb 2016