

## ENVIRONMENT

HDS Australia recognises the importance of protecting and/or enhancing the environment. Its personnel are aware of the potential adverse impact which our business processes, and the projects we provide services for, may have on the environment and its conscience of the social and legal responsibility we have to deal with them.

HDS Australia management is committed to instilling an ethos of environmental best practice within the company and ensuring that appropriate actions are implemented to address all environmental issues applicable to our internal operations and service delivery.

The following key environmental issues require particular attention on an on-going basis:

- conservation of energy
- waste management (especially recycling and disposal of used office equipment and supplies)
- air and noise pollution control
- office and vehicle maintenance
- environmental consideration in design

All HDS Australia personnel shall ensure that these and other relevant issues, including local environmental, community and project specific issues, are continually addressed. This will be achieved through actions such as conducting environmental awareness training sessions, preparing and implementing environmental management procedures and plans, and being aware of environmental legislation, regulations, codes of practices, Australian Standards and other relevant environmental documents.

HDS Australia management is committed to continually improving the company's environmental management processes and on-going performance. This will be achieved by progressively broadening the knowledge of company personnel on all relevant environmental matters, by auditing our environmental procedures, by identifying improvement opportunities and by taking appropriate corrective action where environmental deficiencies are identified.

The responsibility of protecting the environment rests not only with management, but with all company personnel. It is up to every individual to use their initiative in adopting environmentally responsible work practices. In this way, HDS Australia will satisfy the requirements of its clients, comply with relevant environmental legislation and regulations, and contribute to the well-being of the community and the environment.

**JOHN OLSON**  
Managing Director

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