

## ENVIRONMENTAL MANAGEMENT & SUSTAINABILITY POLICY

POL-00003

### STATEMENT OF INTENT

SAGE Group Holdings Ltd and all its business units (SAGE) are committed to sustainable management and conservation of the environment throughout its operations and by promoting sustainable management solutions to its clients. For SAGE, sustainability is about working to meet our clients' needs, while at the same time taking into account the needs of our people, our community and the environment. We will continually seek to minimise adverse impacts on the environment and local communities, while operating ethically and responsibly.

SAGE has an important role to play in sustaining the environment, always seeking to discuss and develop ways to meet global sustainability challenges. Our sustainability priorities are shared ones and we support and encourage an open exchange of ideas with stakeholders, clients, government and communities to develop and implement solutions.

### POLICY OBJECTIVES

- Continually improve the Environmental Management System to ensure that it is appropriate and effective for helping us to achieve our environmental goals;
- Develop environmental objectives and targets, and implement programs to achieve them;
- Comply with applicable laws, regulations, codes of practice and other requirements;
- Implement "Reduce, Reuse & Recycle" awareness programs to encourage all SAGE personnel to be involved in environmental management and ensuring that all employees understand and use correct methods to minimise resource consumption and control waste materials; and
- Identify materials, processes, products and wastes that cause or may cause pollution, and will promote and implement measures to avoid, reduce or control pollution where technically and economically viable.

### STRATEGIES

SAGE maintains an Environmental Management System to improve its environmental management and reduce the environmental impact of its operations, products and services contributing to a sustainable future for all.

All employees at SAGE are responsible for adhering to these objectives to ensure the best environmental outcomes. Management is responsible for ensuring adherence to the Environmental Management System and for recording the impact of environmental improvements.

### POLICY REVIEW AND DISSEMINATION

During induction each employee will be provided with a copy of the policy. Employees will have ready access to all environmental policies and procedures.

This policy will be reviewed at least every two years to ensure its continued suitability.



**Andrew Downs**

Responsible Officer

17 December 2009



**Peter Smith**

Employee Representative

17 December 2009

