

BIODIVERSITY POLICY

Intent & Purpose

This policy defines and provides direction for Springmount Services planning, decision-making and operations. It also guides strategic documents to ensure important biodiversity principles are supported throughout the company. These strategic documents include (but are not limited to).

- Environment Social & Governance Policy -100 POL
- Ethical Procurement Policy - 407 POL
- Environment Policy - 602 POL
- Environmental Guidelines - 6021 DOC
- Sustainability Policy - 604 POL
- Energy Policy - 605 POL
- Waste Minimisation Policy - 606 POL
- Quality Policy – 600 POL
- Various company policies, strategies, plans, guidelines, and manuals

Biological diversity or “biodiversity” is the variety of life forms, including plants, animals, microorganisms, and the ecosystems of which they are a part. Biodiversity encompasses all living things and, importantly, the functions and processes that link and sustain them. At a visual level, we see biodiversity in our local landscapes, natural systems, vegetation, and wildlife.

Operation and Incidence

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This Biodiversity Policy will deliver a short- and long-term integrated approach to biodiversity in a customer-facing, dynamic environment. It will guide the design and delivery of our operations that influence or affect biodiversity. Its use will provide support to our commitment to the broader community’s vision of preserving biodiversity.

Principles

Through this document, Springmount Services outlines its biodiversity principles and is committed to:

- Enhance: Local flora, fauna, and ecosystems make a vital contribution to life in our workplaces and community. We are dedicated to the ongoing, high-quality management and improvement of our natural assets.
- Plan: The company has a responsibility to lead by example and influence the protection of biodiversity on behalf of our clients, customers, and community, focusing on contributing to conservation gains in our planning and decision making.
- Robustness: The company will do everything within its control zone and area of influence to build long term resilience of biodiversity in a changing environment and climate.

- **Educate:** we will foster an educated and engaged workforce who value, support, and protect their local and client biodiversity environments. We will improve via the Monitor, Learn and Adapt process.
- **Partner:** We will build sustained partnerships to maximise conservation outcomes with our clients and customers.
- **MERI:** The company will ensure iterative and continual improvement through the MERI process -: Monitoring, Evaluation, Reporting, and Improvement embedded in our Quality system.

Accountability and responsibility

All management and supervisors are responsible for ensuring employees are aware of this policy and it's strictly enforced. It is the company's objective to integrate Biodiversity principles through the continual improvement of systems, people, and processes.

Subordinate documents

Nil

RACI

Responsible	It is the responsibility of the Chief Executive Officer to implement, maintain and communicate this policy.
Accountable	The final authority for this policy lies with the Managing Director.
Consulted	When making changes to this policy, a consultation should be carried out with the leadership team.
Informed	All changes to this policy should be communicated to all leaders.

Breach of The Policy

N/A