

SUSTAINABILITY POLICY

Intent & Purpose

Springmount Services is committed to conducting its business sustainably and in a balanced way. Accordingly, we are committed to our business and community's economic, ecological, cultural and social sustainability. This policy outlines our approach towards the incorporation of sustainability principles and practices into our operations.

Principles

The company will continually improve its sustainability performance through systematic monitoring and measurement of its sustainability program against global standards such as (but limited to):

- ISO14001
- The HR Code,
- ISO 20400,
- Reconciliation Australia's action -planning process, and
- ISO 45001.

We will also ensure that our people are educated in sustainability and have a full suite of documents in place to support awareness and build capability.

Sustainability itself means to not consume more than we can produce or more exact it is “the ability to sustain”. The term can be understood in four different ways.

- Ecological sustainability refers to nature and literally means to not consume more than we can regrow or rebuild. Therefore, you should choose your destination with the aspect of nature conservancy.
- Economical sustainability attends to the financial aspect and demands to live in balanced relations. Support local providers at your destination instead of buying from international companies.
- Social sustainability stands for the peaceful association with each other and the promotion of different cultures at your destination.
- Cultural sustainability relates to sustainable development and maintaining of cultural beliefs, cultural practices, heritage conservation, culture as its own entity, and attempts to answer the question of whether given cultures will exist in the future.

Review

This policy will be reviewed for currency and effectiveness at a minimum of every 12 months during the management review meetings. This will include a full resetting of targets and objectives if required.

Operation and Incidence

Commitment and Communication

We are committed to:

- Compliance, at a minimum, with local, Territory, State and Federal legislation and regulation and other supporting guidelines and codes of practice as necessary to meet our stated objectives, contractual obligations and those of regulatory bodies

- Setting annually and periodically reviewing sustainability objectives and targets
- Putting in risk and harm minimisation processes
- Planning our operations with consideration for our sustainability performance capabilities
- Maintaining a sustainability reporting system to allow management to be informed of critical developments, particularly incidents
- Considering community concerns on sustainability issues
- Educating our people on sustainability
- Promoting and advocating sustainability

Objectives and Targets

Our targets will be recalibrated at regular intervals as determined by our IMS, the following principles will apply.

- We will regularly conduct SWOT and PEST analysis to ensure we remain connected to our wider society
- we will ensure that we cover all dimensions of sustainability in our targets and objectives, aligning them to other allied policies
- these objectives and targets will be clear and precise, and aligned to the requirements of various international standards
- the performance of our objectives and targets will be subject to regular management review at the highest level.

Subordinate documents

Nil

RACI

Responsible	Implementation of this policy is the responsibility of all employees and third party suppliers. Responsibility for the maintenance and communication of this policy is shared by the Operations Management and the Risk team.
Accountable	The final authority for this policy lies with the CEO.
Consulted	When making changes to this policy, consultation should be carried out with employees, relevant contractors, and the leadership team.
Informed	All changes to this policy should be communicated to all employees and relevant contractors.

Breach of The Policy

Breach of this policy may be regarded as misconduct, leading to disciplinary action, which may result in termination of employment or engagement. An individual may also be exposed to criminal or civil liability for a breach of relevant legislation.