

ENVIRONMENTAL MANAGEMENT POLICY

The **In Line Group** believe in the constitutional right of all employees, clients and communities to exist and work in an environment conducive to sustainable development and is committed to the highest standards of environmental protection throughout all phases by upholding the basic principles of environmental management.

As such, **In Line Group** fully acknowledge a moral and legal responsibility for the safeguarding of the environment and the wellbeing of all those affected by the Group's activities.

In Line Group recognizes that:

- All our activities exist within a physical and socio-economic environment which must be respected.
- All environmental impacts of our activities should be addressed and managed responsibly.
- All interested and affected parties have the right to information relating to the environmental impacts of our activities.
- The broader community should, if possible, enjoy sustainable benefit from our actions.
- Community support is essential for the successful completion and subsequent operation of our activities.

In Line Group shall:

Implement, document, review and maintain an Environmental Management System based on impact assessments and in line with acceptable system standards. Ensure the communication of the Environmental Management System and its requirements to all personnel under its direction through induction and training. Monitor the effectiveness of this communication and the understanding of the requirements by individuals on projects and actions throughout their daily tasks. Enforce management responsibility within operations, projects and activities to ensure compliance with the Environmental Management System and relevant environmental legislation, regulations and standards. Reduce and where possible, eliminate and prevent any harmful effects on the environment and community due to pollution or waste generation. Liaise openly with all interested and affected parties on environmental matters. Monitor and report upon the effectiveness of the Environmental Management System on an ongoing basis to ensure continual improvement and compliance.