

Environmental Policy

Introduction

Tismor Health & Wellness Pty Limited is a privately owned Australian company that is committed to sustainable growth whilst protecting our planet. This includes our ongoing commitment to continuously improve the environmental performance of our operations and services.

The Company is committed to ensure that all products, services, and activities meet the requirements of all stakeholders, without compromising our environmental values.

This policy states that we will:

- Use natural resources responsibly by optimising process efficiency, reducing solid waste generation, effluent discharges, and emissions to air, and using renewable alternatives wherever reasonably practicable to minimise the impacts of our manufacturing process.
- Implement and use an environmental management system to plan, document, measure and monitor environmental performance. This includes the setting of targets for reducing greenhouse gas emissions, waste disposal to landfill, energy, and water consumption.
- Ensure that our products are developed and designed to minimise their environmental impact while meeting customers' requirements.
- Conduct our operations in compliance with all applicable laws and regulations, and in accordance with our ethical, community and social responsibilities.
- Educate, train, and motivate all employees and contractors to continually improve performance and instill a keen sense of environmental responsibility and accountability.
- Work with both suppliers and customers to apply the principles of product stewardship and to consider the lifecycle impact of their products during the design and development process.
- Communicate this policy to all employees, contractors, and other stakeholders All employees are required to implement practices consistent with this policy.

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Responsibilities

To meet our commitments, we will:

- Monitor key objectives and targets for managing our environmental performance at least annually.
- Engage with stakeholders, including communicating internally and externally our environmental policy and performance on a regular basis.
- Communicate the importance of environmental issues to our people
- Work together with our people, customers and suppliers to promote improved environmental performance.
- Promote appropriate consideration of sustainability and environmental issues in the products and services we provide our customers.
- Monitor external environmental impacts and ensure the company's resilience to the potential risks.

Review

We review this policy periodically and update it as necessary to reflect any changes in our business activities, the applicable laws and regulations, and the best practices and standards on environmental issues. We communicate any changes to this policy to all our employees, contractors, suppliers, partners, and other parties that are involved in our business or represent us in any way.



George Johnstone
Chief Executive Officer

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