



ENVIRONMENTAL SUSTAINABILITY POLICY

Bhive Group Pty Ltd (The Company) is a communications company which operates in Australia, and is committed to being a leader in its sector in minimising the impact of its activities on our environment and:

- is dedicated to protecting human health, natural resources, and both the local and global environments.
- accepts responsibility for the harmful effects of any its operations on both the local and global environment and is committed to reducing them.
- will measure its impact on the environment and set targets for ongoing improvement.
- complies with local, state and federal laws and regulations.
- commits to improving environmental awareness amongst its employees, clients, suppliers, subcontractors and the wider community.
- encourages staff to contribute and participate in its environmental management initiatives.
- will periodically review its Environmental Policy, EMS and objectives and targets through audits and management review processes, taking into account any changing circumstances of the company to continually improve its environmental performance and reduce its impact on the environment.
- will communicate its environmental policy to its employees, clients, suppliers, sub-contractors, and the public via its website and with hardcopy where deemed by management to be applicable.
- will encourage the adoption of similar principles by its suppliers.

The key points of this strategy to achieve this are:

- minimise waste by evaluating operations and ensuring they are as efficient as possible.
- minimise toxic emissions through the selection and materials, use of transport and other energy sources.
- actively promote recycling both internally and amongst its customers and suppliers.
- source and promote a product range to minimise the environmental impact of both production and distribution.
- meet or exceed all the environmental legislation that relates to the Company.
- use an accredited program to offset the greenhouse gas emissions generated by our activities

This policy is endorsed by The Company's senior management, 1st January 2014.

Rob Gell
Executive Director - Chairman

Michael Wall
Executive Director - Secretary