Policy:	POL-002
Title:	Environmental Management System Policy
Description:	This document outlines our Environmental Management System Policy

Our Commitment

As building specialists, Watermark Constructions is dedicated to producing quality outcomes across all our Insurance Repair and Commercial projects.

Our desire to be innovative and industry leaders in Quality, Environment, and Safety standards, permeates our commitment to expertise in service delivery, exceptional customer service, the embrace of diversity, equity, and inclusion principles across our workforce and our community, and in the strategic goals set out for the future of the organisation.

Watermark Constructions is committed to protecting the environment, preventing pollution, fulfilling its compliance obligations and continually improving its Environmental Management System to enhance environmental performance. We will identify and manage environmental aspects of our activities, products and services that we can control or influence, considering a life-cycle perspective. We will determine the relevance of climate change to our operations and address relevant risks, opportunities and interested-party requirements through proportionate, practical measures.

Wherever we operate we will develop, implement, and maintain management systems for sustainable development. We will protect the immediate and surrounding environment by driving continual improvement.

Context and interested parties

Review relevant environmental conditions, including climate-related physical conditions, and relevant interested-party needs and expectations. Determine which requirements become compliance obligations and how they will be addressed through the EMS.

Aspects and life-cycle perspective

Maintain an environmental aspects and impacts assessment covering normal, abnormal and reasonably foreseeable emergency conditions. Consider procurement, transport, service delivery, material use, waste and end-of-life activities within our control or influence.

Climate mitigation and resource efficiency

Identify opportunities to reduce avoidable energy and fuel use, greenhouse gas emissions, water consumption and waste. Consider suitable efficient equipment, trip consolidation, responsible procurement, repair and reuse where safe, technically appropriate and approved.

Adaptation and environmental preparedness

Assess whether severe weather, flooding, heat, drought or other relevant conditions could compromise pollution controls or increase environmental harm. Maintain proportionate site controls, emergency arrangements and recovery checks.

Compliance and notification

Identify and fulfil applicable environmental legal and other compliance obligations, evaluate compliance and take corrective action where required. Notify relevant authorities of incidents in accordance with applicable statutory thresholds and timeframes.

Objectives and performance

Set and review measurable environmental objectives and, where appropriate, targets based on significant aspects, compliance obligations and relevant risks and opportunities. Establish suitable baselines before adopting quantified targets, monitor progress and improve environmental performance.

People and external providers

Communicate relevant controls to employees, contractors and suppliers; provide appropriate training and resources; and seek suitable evidence of external-provider compliance and performance.

Environmental Management System (EMS) Policy

- The Environmental Management System model is based on the requirements of AS/NZS ISO 14001.
- The main aims of the EMS are to ensure compliance with legal and other requirements to ensure that the aspects of the activities, products, and services do not have undesirable environmental impacts.
- The Management Team will ensure that the system complies with the requirements of ISO-14001 and will continually improve the effectiveness of the EMS whilst taking positive steps to prevent pollution of our Environment.
- The Management Team undertakes to fulfill its legal, regulatory, community, and other duties by taking all reasonable and practical measures to prevent or minimise harm to the environment that may be caused by our Environmental Aspects.
- The EMS will provide a framework for establishing and reviewing measurable Environmental Objectives & Targets, which will be used to achieve ongoing improvement in relation to our environmental aspects, impacts & performance. These will be documented as our objectives and targets in the Environmental Plan.
- The Management Team will ensure that the policy and procedures continue to be appropriate by initiating regular reviews to check ongoing effectiveness and relevance, ensuring that the system is documented, implemented, and maintained.
- The EMS Policy will ensure the system is effectively implemented by communicating the requirements and responsibilities clearly to all employees, and ensuring relevant skills training is completed with appropriate environmental awareness training.
- There will be regular reviews of environmental needs, and the system will initiate continuous improvement activities to meet these needs whilst also improving general system performance.
- The company also undertakes to notify the relevant authority in the event of a major environmental impact that causes harm or has the potential to cause harm, to the environment.

- In implementing this policy, the Management team will engage with and support our employees, contractors, suppliers, customers, and host communities to share in the responsibility for meeting our environmental policy requirements.

Policy availability and review

Maintain this policy as documented information, communicate it within the organisation and make it available to interested parties. Review it at planned intervals and when significant changes affect its relevance.

Endorsed by: Executive Manager, Brittany Collins

Signature: Brittany Collins

Digitally signed by Brittany Collins
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DOCUMENT REVISION HISTORY

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1.03	04/07/2024	Mgmt. Review	PB	BC
1.04	10/09/2025	Mgmt. Review and Update	PB	BC
1.05	26/10/26	Climate change considerations	PB	BC