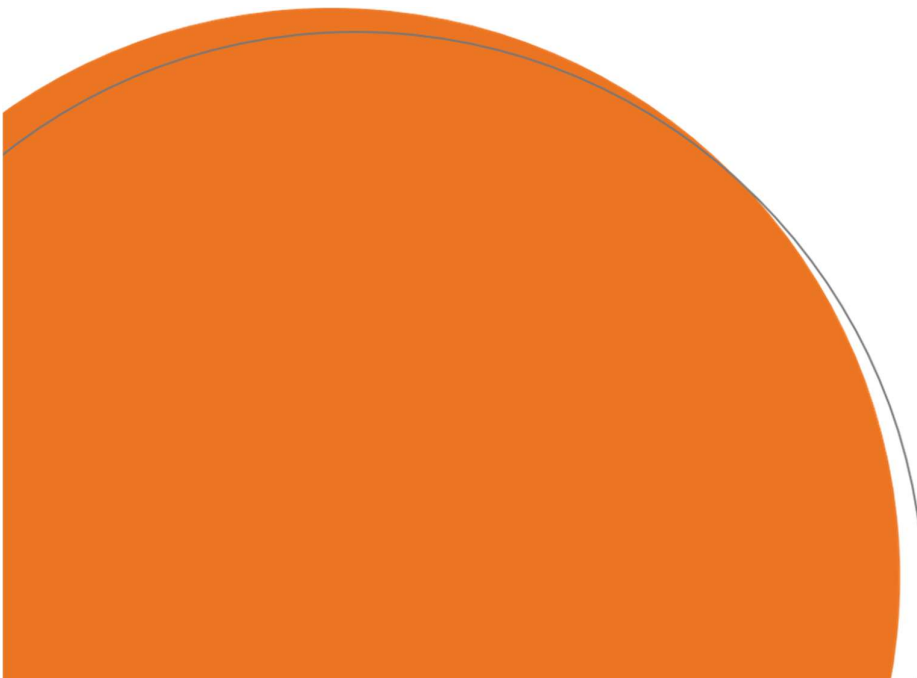




# Environment and Climate Policy

06 July 2026



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## 1. INTRODUCTION

Millennium Services Group is committed to delivering cleaning, security, facilities and related services in a way that reduces environmental impact, supports climate resilience and protects the health and safety of customers, workers and communities.

This policy sets Millennium's enterprise-wide environmental commitments, defines the issues it will manage and establishes the ownership, targets, training and records needed to drive continual improvement.

## 2. PURPOSE

The purpose of this policy is to define Millennium's minimum environmental and climate requirements across Australia and New Zealand operations.

It also links those commitments to measurable objectives, implementation controls, management review and supporting evidence records so environmental performance can be monitored and improved over time.

## 3. SCOPE

This policy applies to all Millennium employees, labour-hire workers, contractors, subcontractors and temporary personnel working under Millennium's operational control.

It covers controlled offices, depots, storage areas, service delivery activities, company-managed transport and procurement decisions. 'Controlled' refers to sites and activities over which Millennium has operational control, being the authority to set and implement health, safety and environmental requirements that materially influence environmental outcomes.

Where legal, client or site requirements impose a higher environmental standard, the higher standard must be followed.

### 3.1. Consultation Process

Millennium maintains an Environmental Governance and Consultation Forum, or equivalent management review forum, to support environmental decision-making, consultation and performance oversight. The forum includes representatives from Finance & Operations, Operations, Procurement, HR/WHS and other relevant business areas. It reviews environmental risks, legal obligations, objectives and targets, incident trends, audit findings, training coverage, GHG performance, supplier-related environmental matters and corrective actions at least annually, with material issues escalated to executive leadership.

## 4. POLICY STATEMENT

### 4.1. Governance, legal compliance and management systems

Millennium will comply with applicable environmental laws, licence conditions, customer requirements and other obligations relevant to its operations and service delivery.

- Identify, assess and manage environmental aspects, impacts, risks and opportunities associated with its operations and service lines.
- Maintain an environmental management approach aligned to ISO 14001:2015, for which Millennium holds current third-party accredited certification, internal review and continual improvement.
- Assign ownership for environmental commitments, targets, reporting and corrective actions.
- Convene at minimum an annual leadership review of environmental performance, targets and corrective actions, with documented minutes and action items.
- Review this policy at least annually and sooner where there is a material operational, legal or risk

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change.

- Report against AASB S2 Climate-related Financial Disclosures obligations as applicable, including governance, strategy, risk management, metrics and targets disclosures.
- Maintain a legal and compliance register that identifies applicable environmental laws, licence conditions, obligations and review dates, and keep it current.

## 4.2. Energy use and greenhouse gas emissions

Millennium will measure and work to reduce energy consumption and greenhouse gas emissions from offices, facilities, fleet and other controlled sources within its reporting boundary.

- Prioritise practical energy-efficiency actions such as efficient equipment selection, shut-down controls, reduced idling and route optimisation.
- Maintain a current inventory of Scope 1 and Scope 2 emissions, in addition to Scope 3 emissions where material, prepared using GHG Protocol methodology and updated annually.
- Consider whole-of-life impact, emissions and efficiency in capital purchasing, fleet and equipment replacement decisions.
- FY2026 is Millennium's initial baseline year for environmental and carbon targets; this baseline is currently in development and will be used as the reference point for all future target-setting and performance tracking.

## 4.3. Water stewardship

Millennium will use water responsibly in service delivery and support efficient consumption where it has operational influence or data access.

- Promote fit-for-purpose cleaning methods, leak prevention and practical controls that reduce unnecessary water use.
- Investigate material water incidents, unusual consumption or contamination risks and implement corrective action where required.

## 4.4. Biodiversity considerations

Millennium recognises that its supply chain, chemical management, waste streams and site-based service delivery can have indirect impacts on biodiversity and ecosystems. Millennium will consider biodiversity risks in environmental aspects reviews, product selection and supplier engagement where relevant to service scope or client requirements.

## 4.5. Waste, materials and chemical management

Millennium will prevent waste where practical and support reuse, recovery, recycling and improved segregation of waste streams before disposal.

- Manage hazardous and non-hazardous waste, chemicals and consumables in accordance with legal requirements, approved procedures and site-specific controls.
- Favour approved lower-impact products, controlled dosing, clear labelling, safe storage and responsible disposal arrangements wherever reasonably practicable.
- Use service reviews and supplier engagement to reduce unnecessary packaging, single-use items and avoidable material consumption where feasible.

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#### 4.6. Pollution prevention and environmental incidents

Millennium will take reasonable steps to prevent pollution to air, land and water arising from spills, leaks, emissions, transport activities, poor waste handling or inadequate storage arrangements.

- Maintain spill response, stormwater protection, containment and incident escalation controls appropriate to site and service risk.
- Report, investigate and close out environmental incidents, complaints and near misses so lessons learned are used to improve controls and training.
- Assess noise, odour, dust and other nuisance impacts where they may affect customers, the public or sensitive sites.

#### 4.7. Customer health and safety in service delivery

Millennium recognises that environmental management in service delivery is linked to customer health and safety, particularly where chemicals, hygiene services, equipment and access arrangements are involved.

- Use approved products, documented methods, competent personnel and fit-for-purpose equipment to prevent avoidable customer exposure or service-related harm.
- Record customer health and safety complaints, incidents and product issues linked to service delivery and implement corrective action where needed.
- Verify that substituted products, chemicals or methods remain safe, compliant and fit for purpose before use.

#### 4.8. Supply chain, training and awareness

Millennium will communicate relevant environmental expectations to suppliers, subcontractors and workers where their activities, products or services may influence environmental outcomes.

- Provide environmental awareness, role-specific instruction and refresher training to employees whose activities can affect environmental performance or customer health and safety.
- Embed environmental considerations in supplier selection, contractor controls and service planning where material to risk, compliance or client expectations.
- Communicate this policy internally and make it available to customers, suppliers and other stakeholders as appropriate.

#### 4.9. Monitoring, reporting and objectives

Millennium will maintain environmental records sufficient to monitor implementation, identify trends and support leadership review and external sustainability reporting.

- Track information such as energy use, greenhouse gas emissions, water where material, waste streams, incidents, corrective actions, training completion and customer health and safety issues linked to service delivery.
- Review environmental performance and target progress at least annually and escalate material trends, non-compliances or overdue actions.
- Maintain current objectives and targets with a stated baseline, target date, accountable owner and review cadence.

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## 4.10. Environmental Targets

| Objective                            | Target                                                                                                                                      | Review | Owner                |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------------|
| <b>Scope 1 and Scope 2 emissions</b> | Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 15% from the FY2026 baseline.                                               | Annual | Finance & Operations |
| <b>Energy intensity</b>              | Reduce electricity and fuel consumption intensity per revenue dollar or service hour by 10% from the FY2026 baseline.                       | Annual | Finance & Operations |
| <b>Environmental coverage</b>        | Complete documented environmental aspects and impacts reviews for 100% of controlled service lines and material sites in scope each year.   | Annual | Operations           |
| <b>Waste diversion</b>               | Achieve at least 50% diversion of measured non-hazardous operational waste from landfill at controlled locations where data is available.   | Annual | Operations           |
| <b>Training coverage</b>             | Provide environmental awareness or role-specific environmental training to at least 90% of relevant employees in scope each reporting year. | Annual | Operations / HR      |

## 5. ROLE & RESPONSIBILITIES

| Role                                  | Responsibility                                                                                                                                           |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Chief Compliance Officer</b>       | Approve the policy, endorse the environmental direction of the business, review material performance issues and ensure adequate resources are available. |
| <b>Operations Manager</b>             | Own this policy, coordinate annual review, maintain environmental targets, oversee KPI reporting and escalate significant issues.                        |
| <b>Operations and site leaders</b>    | Implement environmental controls in service delivery, maintain local records, complete risk reviews and investigate incidents and complaints.            |
| <b>Procurement Manager</b>            | Support lower-impact purchasing, approved product controls, supplier expectations and relevant environmental data collection.                            |
| <b>All workers and subcontractors</b> | Follow environmental controls, use approved products and equipment, report incidents and participate in required training and improvement actions.       |

## 6. DEFINITIONS

| Term                                    | Definition                                                                                                                           |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| <b>Environmental aspect</b>             | An element of Millennium's activities, products or services that can interact with the environment.                                  |
| <b>Environmental incident</b>           | An unplanned event such as a spill, leak, complaint, non-compliance or other occurrence with actual or potential environmental harm. |
| <b>Greenhouse gas emissions</b>         | Direct and indirect emissions associated with Millennium's operations, reported according to the defined organizational boundary.    |
| <b>Hazardous substance</b>              | A chemical or material that presents health, safety or environmental risk and therefore requires approved controls.                  |
| <b>Corrective action</b>                | An action taken to remove the cause of an incident, non-conformance or other identified issue and prevent recurrence.                |
| <b>Customer health and safety issue</b> | A complaint, incident, product issue or service event that could affect the health or safety of a customer or site occupant.         |

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## 7. SUPPORTING & REFERENCED DOCUMENTS

| References                                                         |
|--------------------------------------------------------------------|
| ML-HSE-POL-007 Environmental Management Framework                  |
| ML-HSE-POL-006 Sustainable Procurement Policy                      |
| ML-QRC-PRO-016 Contractor Management Procedure                     |
| ML-HSE-PRO-015 Control of Hazardous Substances and Dangerous Goods |
| ML-HSE-PRO-026 Hazard and Incident Reporting Procedure             |

## 8. DOCUMENT APPROVAL

Approval of this document verifies that it has been thoroughly reviewed and all required changes implemented.

**Authorised By:**

Royce Galea

-----  
**Chief Executive Officer**  
**(Full Name)**



-----  
**Signature**

**Date**

**(DD/MM/YYYY)**

06 July 2026  
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## 9. REVIEW REQUIREMENTS

This policy will be reviewed on an annual basis or earlier where required due to legal, regulatory, organisational, operational, client, incident, audit, injury trend, worker feedback, risk-profile or other relevant changes, including improvement opportunities identified through audits, inspections or post-incident reviews.

The review must assess whether the policy remains suitable, adequate and effective and whether associated controls, responsibilities, training, consultation arrangements and documented information require updating.

Millennium Services Group Pty Ltd (Millennium) reserves the right to amend, replace or withdraw this policy, in whole or in part, at any time in accordance with organisational and compliance requirements.

## 10. VERSION CONTROL

| Version | Version Date | Summary of Amendment         | Updated By      |
|---------|--------------|------------------------------|-----------------|
| 1.0     | 04.04.2019   | New issue                    | Karen Eldridge  |
| 2.0     | 05.09.2025   | Reformatted to new template  | Jennifer martin |
| 3.0     | 06.07.2026   | Major update to all sections | Oscar Brooks    |

|                        |                |                                                |                                        |
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