



# Sustainability Policy

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## Overview

“Sustainability” refers to a continual way of thinking that focuses on the best outcomes for people, environment, and the economy both now and in the future.

This policy explains what Associated Cleaning Services will do to make sustainability part of its culture, so it can deliver better outcomes for the community and be identified as an organisation which is forward looking, enterprising and adaptive, and cares for its people, clients and the environment.

Associated Cleaning is committed to upholding the principles outlined in this Sustainability Policy. We will regularly review and update our practices to align with evolving sustainability standards and best practices, as well as integrating sustainable thinking as a key principle that is considered across all levels of the business, when making decisions, writing strategies, plans, and policies, managing risks and allocating resources.

Together, we can create a cleaner, healthier environment for future generations while delivering exceptional cleaning services to our clients.

## Policy

Associated Cleaning Services has existing commitments to sustainability in many policies, plans, and strategies. To coordinate our approach and make it consistent, Associated Cleaning Services have implemented a number of steps which it follows as a part of all service delivery including:

### ***To protect our environment, Associated Cleaning Services will:***

- Support a circular economy which minimises waste creation and supports long-term waste solutions, within our organisation and as a part of our services.
- Ensure compliance, at a minimum, with Local, State and Federal environmental legislations and regulations as well as all other supporting guidelines and codes of practice as necessary to meet our stated objectives, contractual obligations and those of interested regulatory bodies,
- Put in place waste and energy minimisation processes with proper waste handling and containment strategies as a critical objective for all onsite tasks and operations.
- When purchasing new equipment or plant, take into consideration environmental performance capabilities, selecting items which best meet the needs of the environments it is working in.
- Wherever possible, use non-toxic or green cleaning methodologies to ensure the health and wellbeing of our staff and the people and environments surrounding the sites as which we are working.
- Provide appropriate training and equipment to staff who may be required to use hazardous substances, including the creation of SWMS, JSAs and the provision of SDS for all chemicals being made available on all sites at all times.
- Ensure that staff are aware of correct disposal of any hazardous substances which could be used as a part of the provision of our services.

***To be a responsible and transparent business, Associated Cleaning Services will:***

- Embed sustainability as a principle into the business, so all employees have a clear and shared understanding about what it means and how they can apply it.
- Commit to learning more about sustainability and keep our approach current so we can play our role as a leader for our industry.
- Acknowledge that sustainability is a complex and multifaceted challenge, and not simply the effective management of environmental resources.
- Ensure our decisions have equal consideration of social, economic and environmental issues and are informed by the best available evidence and understanding of global, national, state and regional issue
- Show our commitment to sustainable thinking by providing our clients with information on our sustainability performance, the status of our actions and the progress toward our targets.

## Chemical Purchases

- **Environmentally Responsible Chemical Selection:** Associated Cleaning is committed to purchasing environmentally friendly cleaning chemicals that minimize harm to both human health and the environment. We prioritize the use of green-certified products and seek suppliers who offer natural alternatives to harmful chemicals.
- **Regular Evaluation and Auditing:** We conduct regular assessments of our chemical inventory to identify opportunities for improvement. Through sustainability audits, we review the environmental impact of our chemical purchases and seek ways to minimize waste and energy consumption.
- **Compliance and Legislation:** Associated Cleaning ensures compliance with all relevant state and local environmental legislation and codes of practice regarding chemical usage and disposal. We are committed to responsible chemical management practices that meet or exceed regulatory requirements.

## Waste Control

- **Waste Minimization and Proper Handling:** We strive to minimize waste generation in our cleaning operations and ensure proper handling and disposal of waste materials. Through waste assessments and continuous improvement initiatives, we identify opportunities to reduce, reuse, and recycle waste wherever possible.
- **Smart Waste Technology:** Associated Cleaning utilises smart waste technology to improve waste segregation and reduce landfill usage. We leverage data-driven insights to optimize waste management processes and minimize our environmental footprint.
- **Education and Training:** We provide ongoing training to our staff and franchisees to raise awareness about waste control practices and promote a culture of sustainability. By equipping our team with the necessary knowledge and skills, we empower them to implement effective waste management strategies.

## Price

- **Cost-Effective Sustainability Solutions:** Associated Cleaning is committed to offering sustainable cleaning solutions that are cost-effective for our clients. We work closely with suppliers to source affordable eco-friendly products and equipment without compromising on quality or performance.
- **Transparent Pricing:** We believe in transparent pricing practices that reflect the true cost of sustainability. Our pricing structure incorporates the value of environmentally friendly practices, ensuring that clients understand the benefits of choosing sustainable cleaning services.
- **Value Proposition:** We emphasize the long-term value proposition of sustainability to our clients, highlighting the cost savings, environmental benefits, and positive impact on brand reputation. By demonstrating the tangible benefits of sustainable cleaning, we encourage clients to prioritize environmental stewardship.

## Monitoring and Reporting

Our Senior Management Team is responsible for the implementation and reporting of the company's Sustainability outcomes and monitor strategic document development across the organisation, while providing support to developing and managing sustainability strategies and plans.

## RACI

<b>Responsible</b>	Implementation of this policy is the responsibility of all employees and third-party suppliers. Responsibility for the maintenance and communication of this policy is shared by operational management.
<b>Accountable</b>	The final authority for this policy lies with the General Manager.
<b>Consulted</b>	When making changes to this policy, consultation should be carried out with employees, contractors, senior management, and all key stakeholders.
<b>Informed</b>	Any changes to this policy will be communicated to all relevant stakeholders and employees as required.

## Review

Associated Cleaning Services will review and, if necessary, amend this policy within four years of the approval date.

## Breach of Policy

Breach of this policy may be regarded as misconduct, leading to disciplinary action, resulting in termination of employment or engagement. Individuals may also be exposed to criminal or civil liability for a breach of relevant legislation.