



1. Introduction

1.1 Purpose

Fred's Forklift and Plant Hire CC (Fred's) are committed to reducing our environmental impact and to continually improving our environmental performance as an integral part of our business strategy. We recognise that environmental risks and opportunities may have an impact on the key strategic competencies that create and deliver value to Fred's business model. The Fred's Member(s) are responsible for ensuring that this policy is implemented. However, all Fred's employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

1.2 Scope

This policy applies to Fred's Forklift and Plant Hire CC and all operations where Fred's has management control (collectively referred to as the "Fred's") and includes:

- a) All Fred's Member(s),
- b) Officers within Fred's.
- c) Any Fred's managers appointed at Fred's.
- d) Full-time or fixed-term Fred's employees.
- e) Contractors; and
- f) External visitors.

2. Policy Principles

2.1 Aim

Fred's endeavour to:

- Comply with and exceed all relevant regulatory requirements and other compliance obligations.
- Continually monitor and reduce our direct environmental impact, and wherever possible, our indirect impacts associated with our supply chain.
- Understand and be responsive to environmental challenges and how they impact our business.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training where practically possible.
- Through this policy and our actions, we seek to protect and build the Fred's reputation across all aspects of our business.

2.2 Our Commitments

- Fred's will strive to become a champion in sustainable practices within the Forklift Industry by maintaining an innovative environmental policy and positioning ourselves on the cutting edge of sustainable ideas, practices, methods and technologies.
- Fred's shall integrate environmental management into planning and decision making.
- Operate in compliance with all applicable legislation and compliance obligations.
- Fred's will identify and manage environmental aspects to:
 - Minimise greenhouse gas emissions.
 - Promote efficient use of materials and conserve resources.
 - Optimise and minimise resource consumption.
 - Protect the environment and prevent pollution.
 - Minimise waste
 - Commit to the principle of reduce, reuse and recycle.
 - To ensure the safe handling and storage of waste on Fred's and Customer premises.
 - To prevent, minimise and regulate waste generated at source.



- Applying renewable energy alternatives and other green technologies within our facilities, wherever these alternatives are available, economical and suitable.
- Use adaptation measures to protect our business and stakeholders against the impact of climate change.
- Influence our suppliers to improve environmental performance across our supply chain.
- Fred's is committed to using our sphere of influence within the Forklift Industry to promote environmental awareness and drive behavioural change among all stakeholders, particularly staff and clients.
- Where carbon or resource targets have been set, a clear strategy and action plan to achieve such targets will be undertaken, and our progress against these targets will be reviewed by Fred's Member(s).
- Fred's recognises that an effective response to climate change will require an informed and collaborative approach informed by research initiatives aimed at enhancing understanding of the risks of climate change on our business model and assessing the implications thereof.

3. Compliance with this Policy

Fred's views any non-compliance to this policy as well as any non-compliance with its obligations in terms of legislation in a serious light. Any deliberate action by an employee to contravene the above will be subject to disciplinary action or termination of employment.

All instances of non-compliance with this policy will be reported to the Fred's Member(s)

Environment

- Principle: businesses should support a precautionary approach to environmental challenges.
- Principle: undertake initiatives to promote greater environmental responsibility; and Fred's Code of Ethics and Conduct
- Principle: encourage the development and diffusion of environmentally friendly technologies.

4. Document Control

- 24 August 2022 - Policy Review and Approved by Fred's Member(s)