

Global IT Factory

Environmental Management

Policy

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1 Purpose

This policy statement has been developed to clarify the intention Global IT Factory in contributing to the necessary business operation and customer solutions that will achieve a prosperous and sustainable future.

2 Scope

This policy applies to all business activities within Global IT Factory.

3 Applicability

This policy is applicable to all employees and contractors within Global IT Factory in all its operations and functions, including those situations where employees are required to work offsite.

4 Abbreviations & Acronyms

Provide a definition for terms, abbreviations and acronyms used throughout this policy document:

Term/Abbreviation	Definition
AS/NZS	Australian Standard / New Zealand Standard
ISO 14001:2015	A published version in the year 2015 of the international environmental management Standard, which incorporates a number of key elements designed to help organisations manage, control, and report on their environmental performance.
EMS	Environmental Management System
GITF	Global IT Factory Pty Ltd.
ISO	International Organization for Standardization

5 Policy Statement

Global IT Factory considers the environment in everything that we do. We work with our customers and with society to enable new and better ways of doing things and this innovation has sustainability built into it. At Global IT Factory, we see that our role is to work with others to enable the society of the future which will be enabled, prosperous and sustainable society. We want our customers to choose us as their technology partner because of a shared vision of a prosperous, sustainable future.

This commitment reaches further than compliance with the law to incorporate environmental protection into Global IT Factory's business decisions. This Policy is based on the integration of risk-based management practices into company activities with the commitment to prevent pollution, protect the environment, and continually improve our environmental performance. We assess the environmental impacts of our business activities and set objectives and measurable targets.

Through the continued operation and improvement of our business practices Global IT Factory aims to:

1. Comply with applicable laws, regulations, standards and obligations in all geographies that we operate, with particular reference to the Australian Environment Protection and Biodiversity Conservation Act 1999.
2. Reduce the environmental impact of our own operations whilst continuing to strive towards the maximum beneficial environmental impact possible from the products and services that we provide.
3. Actively promote recycling both internally and amongst its customers and suppliers.
4. Source and promote a product range to minimise the environmental impact of both production and distribution.
5. Ensure appropriate resource allocation and governance to promote environmental goal realisation.
6. Incrementally select and apply environmental management best practices as per ISO14001:2015, applicable and proportional to GITF business and its stakeholders.
7. Incrementally develop an Environmental Management System (EMS) based on ISO14001:2015, applicable and proportional to GITF business and its stakeholders.

This policy statement is available to all Global IT Factory employees and the public.

6 Exemptions

None.

7 Policy Owner

John Pham, Chief Executive Officer.

Document Control

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Approvals

Title	Name	Date of Approval
Chief Executive Officer	John Pham	01/07/2025