

# Conundrum Holdings Pty Ltd Environmental Policy

Conundrum Holdings Pty Ltd believes that protection of the environment is vital for the overall efficiency and success of its business. Conundrum Holdings Pty Ltd aims to conduct its business in a way that protects the environment through efficiently utilising resources, and continually improving our control over activities that may lead to pollution or environmental damage.

Conundrum Holdings Pty Ltd recognises that active participation of employees in protecting the environment is essential and we encourage employee participation on all environment protection issues.

Accordingly, it is Conundrum Holdings Pty Ltd policy to:

- Comply with applicable laws and national and industry standards and, where standards do not exist, develop internal rules and standards necessary to protect the environment;
- Ensure that the area disturbed by operations is minimised;
- Conserve any topsoil removed from work areas for later re-use;
- Progressively rehabilitate operations to conform to the site rehabilitation plan;
- Ensure that site indigenous flora and fauna are preserved;
- Implement programs of weed and pest control;
- Minimise off-site discharge by planning and using appropriate technology designed to ensure suppression, collection, and treatment of emissions;
- Manage the collection, storage and use of water efficiently with respect;
- Use explosives in a manner that minimises fly-rock, back break, ground vibration and air blast;
- Consult with those affected by the operations to maintain good community relations;
- Ensure that wastes produced on site are minimised or separated and recycled or disposed of safely.



Ron Kerr  
Managing Director