

Sustainability, Health & Safety Policy Statement

The Active Refrigeration Group is a proud New Zealand owned leader in the refrigeration and air conditioning industry offering design, sales, service and installation. We are committed to creating and maintaining innovative and efficient refrigeration systems for our clients, benefiting both the client and the environment. Our staff set us apart and we are committed to ensuring their health, safety and well-being. We are also passionate about New Zealand and playing our part in supporting our communities.

The Active Refrigeration Group is committed to a process of continuous improvement in order to achieve excellence in the management of sustainability, health, safety and the environment in our workplace and our customer's workplaces. We recognise the positive impact that the values and benefits of enhanced sustainability, health and safety management brings to The Active Refrigeration Group, it's Workers, our clients and our communities.

The PCBU, Officers and all workers have a responsibility to work together and actively manage hazards in the workplace and risks to quality and the environment. Reasonably practicable steps will be taken to prevent pollution or environmental harm and to prevent harm occurring to Workers and their health, safety and welfare will be actively promoted by:

- Identifying, assessing and controlling all existing and new health and safety hazards in the workplace, to which Workers and others are or may be exposed.
- Identifying, assessing and controlling all sustainability risks within our operational control.
- Accurate reporting and recording of all incidents and injuries and appropriate review processes to reduce risk.
- Providing information, training and equipment appropriate for controlling those hazards and risks assessed as being significant.
- Using natural refrigerants wherever possible and managing the use of global warming potential refrigerants to minimise the quantity stored and prevent any leakage or release into the environment.
- Having a comprehensive and up-to-date plan for all emergencies.
- Complying with the provisions of the Health and Safety at Work Act 2015, Health and Safety at Work Regulations 2016, Resource Management Act 1991 and other legislation, Standards, Codes of Practice and Guidelines providing for the health and safety of people at work and environmental protection.
- All Workers will be provided with the necessary support for the safe and structured return to work after an injury.
- Ensure our workforce maintains the highest level of technical qualifications.
- Support the professionalism and growth of the refrigeration and air conditioning industry through having apprentices.
- Integrate sustainability, health and safety into all planning and design decision.
- Ensure our suppliers have sustainable business practices.
- Ensuring Officers undergo regular H&S training to ensure they have a good understanding of their role as a health and safety leader within the PCBU.

The Active Refrigeration Group will maintain our commitment to responsible use of refrigerants by using natural refrigerants wherever possible and managing the use of global warming potential refrigerants to minimise the quantity stored and prevent any leakage or release into the environment.

All workers, supervisors and officers will be informed of their roles and responsibilities in keeping our workplace safe and our environment protected. All Officers will work in partnership with Workers and ensure that all Workers have the opportunity to participate in the above process, and will respond promptly to all sustainability, health and safety concerns raised. Workers will co-operate and report hazards and other sub-standard conditions, accidents and near misses, to their manager.

Should any Worker be injured while at work, the Active Refrigeration Group is committed to actively manage the accident claim and the rehabilitation of injured Workers.

NO JOB IS SO URGENT THAT THERE IS INSUFFICIENT TIME TO DO IT SAFELY AND RESPONSIBLY.

Graeme Green

Officers Name and Signature:

Date:

18-5-22

This Policy is effective from the above date and will be reviewed every two years.

Employees Name and Signature:

Date:

Environment & Refrigerant Policy

The Active Refrigeration Group is a responsible company in the refrigeration and air conditioning industry offering design, sales, service, installation and commissioning.

We are committed to minimise our impact on the environment and global warming by continually minimising our environmental impacts. We are committed to using natural refrigerants wherever possible and managing the use of global warming potential refrigerants to minimise the quantity stored and prevent any leakage or release into the environment.

We will do this by:

- Complying, as a minimum, with all current legislation and codes of practices.
- Committing ourselves to the prevention of pollution, the minimisation of waste, the consumption of resources, and to actively encourage recycling.
- Integrating environmental concerns and energy efficiency into all planning and design decisions, maintenance and management of its estate.
- Ensuring natural refrigerants are "first choice" whenever possible.
- Prohibiting the selection of new equipment using ozone depleting refrigerants.
- Ensuring staff are trained in environmental practices and the correct handling of refrigerants and have refrigerant handling licenses.
- Where GWP refrigerants are used, attempt to minimize GWP potential where possible.
- Use of secondary cooling systems to minimize refrigerant change and environmental impact wherever possible.
- Prohibiting decanting of refrigerant to atmosphere and ensure the company carries adequate recovery tooling to cover staff.
- Enforcing the recycling of "used" and empty refrigerant cylinders.
- Returning recovered refrigerant to licensed agent for destruction.
- Ensuring our workforce maintains the highest level of technical qualifications in aspects of our business that have a potentially damaging input on the environment.
- Avoiding the use of toxic and environmentally damaging materials where possible and preventing the accidental release of polluting substances.
- Actively encouraging clients, suppliers, subcontractors, retailers and recyclers of our products to adopt the same environmental principles as The Active Refrigeration Group.

This environmental and refrigerant policy is intended to guide and inform staff and contractors as to how they are expected to carry out their functions, work with one another and engage with clients, suppliers and the community.

We will ensure that this policy is properly communicated and understood, and provide adequate and appropriate resources for all our staff and contractors to be aware of their individual responsibilities and to be actively engaged and committed to improving our environmental performance.

Graeme Green Craig Duff 18-5-22
Officers Name and Signature: **Date:**

This Policy is effective from the above date and will be reviewed every two years.

Employees Name and Signature:

Date: