



ENVIRONMENTAL POLICY

QTCo is committed to corporate social responsibility. The purpose of this Policy is to outline our approach to mitigating the environmental impact of our operations and to promoting environmentally sustainable initiatives and practices.

1. TERMS AND DEFINITIONS

In this Policy:

Environmental Impacts	means changes in the natural or built environment, resulting directly from elements of an organisation's activities, products, or services.
Environmental Management System	means the processes and practices that enable continuous improvement and allows organisations to reduce its environmental impacts and improve its environmental performance.
QTCO	means Queensland T-shirt Company Pty Ltd and its related bodies corporate.

2. PURPOSE

The Environmental Policy (“**Policy**”) reflects QTCO’s commitment to supporting the principles of environmental sustainability, recognising that upholding environmentally sustainable practices is crucial to our day-to-day operations and daily lives. It outlines our approach to managing the adverse environmental impacts of our operations.

This Policy is aligned with our commitment to Quality, Value, Service, Innovation and Trust and supports relevant laws, principles and standards as set out by relevant national and international legislation.

3. SCOPE

The Policy applies to QTCO Directors, employees, contractors, visitors, and suppliers. It applies to all QTCO’s operations, activities, and dealings with third party representatives including private organisations and individuals.

QTCO communicates this Policy to all relevant stakeholders and provides access to relevant resources.

4. PRINCIPLES

We apply the following principles to ensure we minimise the environmental impact and promote sustainable practices across all aspects of our operations:

- Monitoring and managing our environmental performance and working towards setting targets to reduce adverse impacts;
- Empowering employees to minimise our environmental impacts through training and raising awareness;
- Working closely with our employees, and suppliers to develop and implement environmental initiatives;
- Reducing the consumption of natural resources in daily operations, including water and energy;
- Minimising waste production and maximising the amount reused and recycled;
- Committing to the principles of preventing pollution and continual improvement; and
- Minimising the production of greenhouse gases, particularly those associated with energy consumption, and vehicle usage.

5. ENVIRONMENTAL MANAGEMENT AND COMPLIANCE

We understand that our actions have a direct impact on the environment, and we are committed to taking proactive measures to minimise this impact, while complying with relevant legislation. By integrating environmental considerations into all aspects of our operations, we will strive for responsible environmental stewardship.

To support our environmental objectives, we will develop and implement an Environmental Management System (EMS) aligned with the principles of ISO:14001. This system will serve as a framework for ensuring compliance with environmental obligations and guide our decision-making processes. Through the implementation of our EMS, we aim to continuously improve our environmental performance and contribute positively to the communities in which we operate.

Our commitment to the continuous improvement of QTCo's environmental performance is guided by the Plan-Do-Check-Act methodology (Refer to Figure 1.)



Figure 1. Plan Do Check Act Continuous Cycle

6. ENVIRONMENTAL STEWARDSHIP APPROACH

QTCo takes proactive steps to mitigate the adverse environmental impacts of our operations, which includes but is not limited to the following key areas:

Energy Consumption & Greenhouse Gases

We strive to minimise our energy consumption and increase our use of renewable energy sources where feasible, which includes the implementation of energy-efficient technologies and practices across our operations.

Water

We aim to responsibly manage our water usage and promote water conservation efforts. We aim to minimise the environmental impact of our screen-printing operations, including through the use of filtration systems which captures ink sludge and emulsion waste during screen cleaning, reducing chemical usage and associated costs. The wastewater is safe for drainage, and further filtered before disposal, aligning with our commitment to sustainable water management.

Air Pollution

We are committed to reducing air pollution from our operations. Due to the nature of our business air pollution is minimal; however, we implement initiatives as required to reduce our impact which includes covering our filtrated wash trough when not in use in order to minimise air emissions and evaporative losses.

Materials, Chemicals & Waste

Waste

We aim to reduce our waste generation through recycling, reusing and waste minimisation initiatives. Any cardboard that is deemed unfit for use, is collected, and taken to a licensed resource recovery facility that recovers the cardboard for recycling.

In our office and kitchen areas we have dedicated waste recycling bins for glass, plastics, and paper. We also encourage all our suppliers to go paperless by providing all purchase orders via online shared documents rather than physical paper.

Adhesives & Chemicals

We ensure the proper handling, storage and disposal of hazardous materials and chemicals to prevent pollution and minimise environmental risk. We store adhesives and other chemicals according to the manufacturers' recommendations to maximise their shelf life. To limit wastage, we avoid purchasing stock with a shelf life that will expire before stock is consumed. Adhesives are always stored in sealed containers to reduce offensive odours and evaporative wastes.

Environmental Impacts

Use of Products

We recognise that the environmental impact of our products extends beyond the manufacturing process to their use and disposal. As such we aim to provide information and resources to educate our customers about the environmental impact of our products and how to minimise it. Which includes the promotion of sustainable practices, such as proper care and use of our products, to maximise their lifespan and to reduce waste.

Product End-of-Life

We are committed to reducing the environmental impact of our products at the end of their lifecycle. Within our operations we launder rags for reuse, and where appropriate, cut them into smaller working sizes to economise and improve efficiency. Rejected garments are recycled and used in cleaning and maintenance work.

We also aim to engage with our customers to enable them to make environmentally responsible choices. We promote alternative end-of-life strategies for our products such as upcycling, and responsible disposal.

Promotion of Sustainable Consumption

We are committed to promoting sustainable consumption among our customer base. We recognise the critical role businesses play in shaping consumer behaviour and strive to foster environmentally friendly choices. We will aim to promote sustainable consumer behaviour, by increasing customer awareness and engaging our customers with regards to our stance on environmental sustainability.

7. TRAINING AND AWARENESS

We ensure all employees are aware of the relevant processes and systems contained in this Policy. In addition, we ensure that staff are trained in responsible environmental management practices and are also involved in the development of environmental initiatives for the business.

8. MONITORING AND REPORTING

The Managing Director is responsible for monitoring and ensuring compliance with this Policy and for receiving regular updates on performance. As such QTCO conduct regular monitoring of the outcomes of our environmental actions to verify compliance with this Policy and detect any areas for improvement.

We regularly assess the outcomes of our environmental initiatives and actions to ensure alignment with current best practice and the values outlined in this Policy. The results of our environmental objectives are recorded monthly and reported on a bi-yearly basis during the OH&S and EMS committee meeting. We report on QTCO's environmental performance in both internal and external communications, where relevant.

In addition, we aim to continuously improve our compliance and monitoring efforts based on emerging risks, lessons learned and stakeholder feedback.

This Policy is reviewed and updated as appropriate yearly.

DOCUMENT INFORMATION

Document Roles & Responsibilities

Term	Definition	Position/Name
Document Approver	Accountable for approval of this policy and has authority to implement amendments to the following policy.	Managing Director – Darren Fraser
Document Owner	Accountable for monitoring and overseeing the compliance of the policy and related systems, processes and controls.	Managing Director – Darren Fraser

Document Version Control

Revision	Date Originally Created	Approval date	Effective date	Approved by	Review date
1.1	1-May-19	1-May-19	1-May-19	Darren Fraser	1-May-20
1.2	N/A	1-May-20	1-May-20	Darren Fraser	1-May-21
1.3	N/A	1-Feb-21	1-Feb-21	Darren Fraser	1-Feb-22
1.4	N/A	1-Feb-22	1-Feb-22	Darren Fraser	1-Feb-23
1.5	N/A	1-Feb-23	1-Feb-23	Darren Fraser	1-Feb-24
1.6	N/A	1-Feb-24	1-Feb-24	Darren Fraser	1-Feb-25

Note: The following policy is reviewed annually and updated accordingly if required.

Related Documents

Type	Document Title
Tier 1: Policy	Hazardous Material Policy
Tier 2: Procedure/Plan	Hazardous Material Procedure
Tier 3: Instruction/Form/Template/Checklist	[Document Title]
Other	[Document Title]