



# Environmental and Waste Management Statement

Community AXIS Enterprises Incorporated, trading as AXIS Employment and AXIS Worx (referred to within as "CAEI", "we", "us", "our organisation") is committed to implementing sustainable practices and minimising our environmental impact across our employment services and recycling initiatives. Our approach aligns with the Australian Government's National Waste Policy, focusing on responsible waste management, resource recovery, and reducing the environmental footprint of our operations.

## Key Principles:

### 1. **Alignment with the National Waste Policy:**

In line with the Australian Government's National Waste Policy, we prioritise the principles of waste avoidance, resource recovery, and the circular economy. We actively work to reduce waste, encourage reuse, and recycle materials wherever possible, supporting Australia's goals of reducing waste sent to landfill and creating value from recovered resources.

### 2. **Sustainable Resource Management:**

We minimise resource use in our offices by promoting digital solutions, reducing energy consumption, and encouraging the use of environmentally friendly products. We strive to prevent unnecessary waste generation in all areas of our operations.

### 3. **E-Waste Recycling and Responsible Disposal:**

As part of our E-Waste recycling program, we ensure that it complies with ISO 14001 and AS/NZS 5377. We ensure that we meet the contractual agreements between us and the co-regulatory bodies that we work with. We work to divert E-Waste from landfills, recovering valuable materials and ensuring safe disposal of harmful components, such as heavy metals and toxic substances. By promoting reuse and recycling, we contribute to a more sustainable electronic waste management system.

### 4. **Compliance with Environmental Laws and Regulations:**

We comply with all national and local regulations governing waste management and environmental protection, ensuring our practices align with the National Waste Policy's targets. This includes adhering to guidelines for E-Waste handling, collection, and disposal to meet Australia's waste reduction and recycling objectives.

### 5. **Continuous Improvement and Staff Engagement:**

We encourage our staff to practice environmentally responsible behaviours. Our Quality Management System (QMS) and Environmental Management System (EMS) support continuous improvement in our waste management strategies, ensuring that we meet the evolving needs of the National Waste Policy and seek out new opportunities to enhance our environmental performance.

### 6. **Community and Stakeholder Collaboration:**

Through our E-Waste and Container Deposit Scheme programs, we engage with stakeholders to create a positive environmental impact while raising awareness about sustainable waste practices.

We are dedicated to supporting the Australian Government's National Waste Policy by integrating sustainable, responsible waste management practices into our organisation. We are committed to reducing our environmental footprint and contributing to a cleaner, more sustainable future for Australia.

A handwritten signature in black ink, appearing to read "Colin Barnett".

Colin Barnett  
CEO