

## Sustainability Policy

### Our Commitment

Quantum Safety is committed to creating and delivering outcomes that will ensure the long-term survival of life on earth in a fair and equitable manner. For Quantum Safety, Sustainability means that future generations will enjoy environmental, social and economic conditions that are equal to, or better than those enjoyed by the present generation.

### Scope

This policy applies to all workers, contractors, visitors, work experience students, trainees & clients.

### Compliance with State Legislation and Regulations

Quantum Safety demonstrate its commitment to comply with relevant legal obligations, standards, codes of practice, customer requirements, and any obligations that Quantum Safety has adopted voluntarily.

### Our approach

Quantum Safety understands that in order to achieve sustainability outcomes, this requires transformative change in business practices, lifestyles, and in the way resource allocation decisions are made. Fundamental to this change is the recognition that a healthy economy is underpinned by a healthy environment and respect for all life on earth. Quantum Safety and its employees commit to ensuring all relevant stakeholders are consulted, and that open and regular reporting of progress towards delivering sustainability outcomes forms a fundamental component of our service offering.

### Sustainability Policy in practice

- **Open participation:** There will be opportunity for broad and transparent involvement in decision-making processes related to sustainability across the business.
- **Integration:** Long-term economic, social and environmental considerations will be integrated into Quantum Safety's decision-making processes; considered in strategic and operational planning; central to learning and community engagement; and enabled through sustainable practices.
- **Leadership, innovation, creativity and best practice:** Creative and innovative approaches will be employed to implement and continuously improve sustainability outcomes. Evidence-based and innovative research for sustainability will be complemented by monitoring and analysing best practice in the recruitment and rail sectors to ensure the business maintains or leads best-practice in relation to sustainability wherever possible.
- **Shared responsibility:** All employees of Quantum Safety share responsibility for the businesses sustainability performance and as such will be made aware of their role through induction, learning and development, the provision of necessary educational and material resources, and ongoing training and awareness-raising.
- **Global perspective:** Quantum Safety's sustainability activities will reflect awareness that its influence reaches beyond the confines of its own organisation and current generation.
- **Precautionary principle:** The lack of full understanding will not be used to justify postponing measures to prevent degradation where there is any risk of irreversible environmental or social damage.

### Anthony Boudib



Managing Director  
Quantum Safety Pty Ltd