ENVIRONMENTAL POLICY

The management and staff of Callwell recognise that our operations have an effect on local, regional and the global environment. We are committed to provide continuous improvements in environmental performance and the prevention of pollution. Every effort will be made to conserve resources throughout our organisation. Environmental laws and regulations will be regarded as setting the minimum standards of environmental performance.

1. Remote work: We encourage remote work to reduce commuting and transportation-related emissions.
2. Energy-efficient devices: We encourage the use of energy-efficient devices such as laptops and desktops with Energy Star ratings.
3. Paperless office: We operate a paperless office policy to reduce paper usage. We encourage the use of digital documents and tools for communication, storage, and collaboration. When necessary, use recycled paper and ensure proper recycling practices.
4. Sustainable procurement: We choose sustainable products and services for our business needs. We consider factors such as the environmental impact of manufacturing, transportation, and disposal of products and services.
5. Sustainable practices: We promote sustainable practices such as reducing water usage, conserving energy, and reducing waste.
6. Education and awareness: We continue to educate and raise awareness among our employees about the importance of sustainability and their role in reducing the company's environmental impact. We encourage them to share ideas and suggestions to improve the company's environmental practices.

These policies help us to reduce our environmental impact while promoting a sustainable and responsible business culture. We continue to monitor and evaluate the effectiveness of our policies regularly and make necessary adjustments to achieve our environmental goals in pursuit of the company's business of providing software services.

Signed by:

Bob Scarff 5th July 2022