

**Policy Title:** Biodiversity and Environmental Sustainability Policy

**Effective Date:** 29<sup>th</sup> January 2024

**Review Date:** 29<sup>th</sup> January 2025

**Policy Owner:** Projects and Procurement Department

## **Purpose**

Velocity Air is committed to preserving and enhancing biodiversity as part of our environmental sustainability efforts. This policy outlines our commitment to protecting ecosystems, reducing environmental impact, and integrating biodiversity considerations into our operations.

## **Scope**

This policy applies to all operations, projects, and activities conducted by Velocity Air, as well as partnerships with suppliers, contractors, and clients.

## **Policy Objectives**

1. Protect and enhance biodiversity in the areas we operate.
2. Integrate biodiversity considerations into business planning and decision-making.
3. Reduce the environmental impact of our operations.
4. Engage employees, clients, and stakeholders in biodiversity initiatives.

## **Policy Commitments**

### **1. Protect and Enhance Biodiversity**

- **Habitat Conservation:** Avoid or minimize impacts on natural habitats and prioritize restoration when disturbances occur.
- **Native Species:** Support the use of native plants and landscaping practices in all projects.
- **Wildlife Protection:** Identify and protect local wildlife species in and around our project sites.

### **2. Integrate Biodiversity into Business Practices**

- **Planning and Design:** Incorporate biodiversity considerations into the design of HVAC systems to reduce environmental disruption.
- **Sustainable Procurement:** Source materials and equipment from suppliers who demonstrate sustainable and biodiversity-friendly practices.
- **Green Infrastructure:** Encourage the installation of green roofs, vertical gardens, and other biodiversity-friendly solutions in projects.

### **3. Reduce Environmental Impact**

- **Energy Efficiency:** Promote energy-efficient HVAC systems to reduce carbon emissions and the broader impact on climate change, which threatens biodiversity.
- **Waste Management:** Implement practices to minimize and recycle waste, reducing pollution and protecting ecosystems.
- **Water Conservation:** Adopt measures to minimize water usage and prevent contamination of water sources.

## 4. Stakeholder Engagement and Education

- **Employee Training:** Provide biodiversity awareness training to employees to encourage sustainable practices.
- **Community Initiatives:** Partner with local communities to support biodiversity projects, such as tree planting and habitat restoration.
- **Client Collaboration:** Work with clients to design and implement environmentally sustainable and biodiversity-friendly HVAC solutions.

## Roles and Responsibilities

### Leadership Team:

- Champion biodiversity initiatives and allocate resources for their implementation.
- Ensure biodiversity goals are aligned with overall business objectives.

### Managers:

- Identify potential impacts on biodiversity in project planning and operations.
- Monitor compliance with biodiversity-related regulations.

### Employees:

- Follow best practices for reducing environmental impact.
- Participate in biodiversity training and initiatives.

### Human Resources:

- Develop and deliver training programs on biodiversity awareness.

## Monitoring and Reporting

- **Impact Assessments:** Conduct environmental impact assessments for major projects.
- **Biodiversity Metrics:** Track key metrics, such as restored habitats, native species supported, and reductions in resource use.
- **Annual Reporting:** Publish an annual biodiversity and sustainability report to share progress and achievements.

# Biodiversity Policy



## **Compliance**

Velocity Air commits to complying with all relevant local, state, and national biodiversity and environmental protection laws.

## **Policy Review**

This policy will be reviewed annually to ensure it reflects the latest biodiversity standards and aligns with emerging environmental priorities.

## **Acknowledgment**

Velocity Air recognises the importance of biodiversity for the health of our planet and future generations. Through this policy, we aim to contribute positively to the preservation and restoration of ecosystems.

A handwritten signature in black ink, appearing to be 'David Fields', written over a horizontal line.

## **David Fields**

General Manager

Date: 29/01/2024