

Environmental Policy

Last reviewed: August 2025



UNITED[®]
Fasteners



We're committed to protecting the environment through **certified systems** and **continuous improvement**

United Fasteners are committed to the protection of the environment, including the prevention of pollution and environmental impacts that may be directly or indirectly related to our operations, products, and services.

United Fasteners has implemented an Integrated Management System (IMS) which complies with the environmental management system requirements of ISO 14001:2015, the quality management systems requirements of ISO 9001:2015 and the safety management system requirements of ISO 45001:2018.

We continually review our business objectives and performance targets and regularly audit and review our results to ensure continual improvement of the environmental management system to enhance environmental performance. These objectives are reviewed during management review meetings and as required during operational meetings.

This Policy applies to all United Fasteners employees, contractors, suppliers, and stakeholders across our 13 branches across Australia.



Sam Mitchelhill
CEO

Phillip Mitchelhill
Founder

Sandy Mitchelhill
Chief Sales Officer

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Sustainability guides our **waste**, **energy**, and **transport** choices

Stationery & promotional print

We source over 90% of our stationery and promotional printed material from Australia. We use local print houses to reduce transportation and energy use.



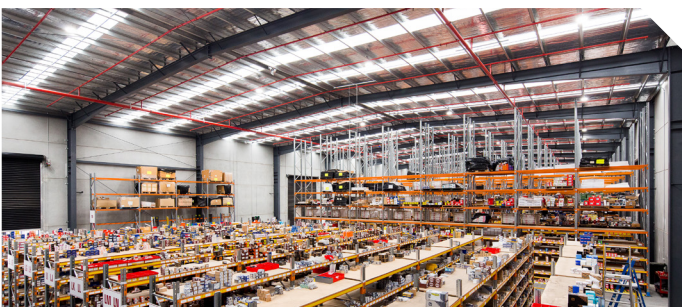
Waste & recycling

Each of our sites has recycling facilities. We actively encourage recycling of packaging, waste materials and plastic across all sites where possible.



Packaging

Where possible, we recycle manufacturers packaging (bags, boxes, bubble wrap, foam). Our cardboard boxes and plastic bags are made using recycled materials.



Energy saving practices

We use several smart practices across all our sites to reduce our energy usage. These include:

- Solar panels where possible
- Sky lights
- LED lighting
- Tinted windows
- Airflow ventilation
- Insulation



Transportation

Company fleet

Our cars are purchased and maintained on a regular basis. This ensures our vehicles are road safe and have the most efficient CO2 emissions. Our cars are ADR 79/04, CO emissions and are 1.0g/km.

Flights

We support the Fly Carbon Neutral scheme which supports accredited projects that offset our carbon footprint.

Delivery

Each of our branch locations use local, trusted couriers to deliver products. For our own delivery vehicles, we use interactive mapping for deliveries to ensure fuel is utilised as much as possible.

Our commitment is to **prioritise environmental stewardship** in all aspects of our operations

We pledge to continuously improve our practices to minimise our impact on the environment and to promote sustainability within our organisation and beyond.

Environmental responsibility & communication

At United Fasteners, we place a strong emphasis on environmental responsibility and communication throughout all levels of our organisation. We foster a culture of environmental stewardship, ensuring that every member of our team is engaged and committed to sustainable practices.

Through clear communication and implementation of our environmental policy, we aim to embed sustainability into our daily operations. Additionally, we actively encourage our partners and stakeholders to join us in improving environmental performance, fostering collaboration towards shared sustainability goals.

Environmental impact assessment & management

In our commitment to effective environmental impact assessment and management, we conduct thorough evaluations of the environmental impacts of our operations.

We ensure that all our policies and services are aligned with our environmental policy, emphasising compatibility and synergy in our sustainability efforts.

Resource allocation & compliance

To support our environmental sustainability efforts, we allocate adequate resources to implement and maintain sustainable practices across our operations. This includes ensuring compliance with all relevant environmental legislation and regulations. We define and communicate responsibilities to management, employees, and contractors.

Sustainable procurement & practices

In our procurement practices, we prioritise environmental considerations, taking into account factors such as sustainability, eco-friendliness, and carbon footprint. We actively work to reduce energy and water consumption and minimise waste through various methods, including reduction, reuse, and recycling.

Carbon management

We implement carbon offsetting measures as a last resort to neutralise carbon emissions. However, we prioritise the avoidance of carbon-intensive activities and focus on operational efficiency improvements before considering offsetting.

Environmentally Certified

Our **Adelaide** (SA), **Perth** (WA) & **Head Office** (NSW) operations are Environmentally Certified (ISO 14001:2015).

This standard is focused on documenting how the organisation complies with legislative and industry regulations, how environmental risks are identified and assessed, and how they are then addressed.



We back our sustainability commitment with **real actions** that drive measurable impact

At United Fasteners, we acknowledge the significance of our environmental actions and understand that our dedication to environmental sustainability must be evidenced through practical measures that deliver genuine impact. We are committed to implementing concrete steps to reduce our environmental footprint, protect natural resources, and contribute to the preservation of ecosystems.

Our actions include:

1. **Environmental legislation**

To comply with relevant environmental legislation and regulations, and any relevant customer requirements.

2. **Identify environmental aspects & impacts**

To identify environmental aspects and impacts and, wherever practicable, limit or eliminate any adverse impacts that are within our control.

3. **Be energy efficient**

To ensure, wherever feasible, the efficient use of resources such as water, gas, and electricity.

4. **Reduce waste**

To reducing waste, at the same time optimising our recycling program, ensuring results are communicated at all levels.

We also actively encourage our customers to reduce, reuse and recycle. Our paperwork and packaging items include our environmental logo.



5. **Advocacy & policy support**

To educate, train and provide sufficient resources, including identifying clear roles, responsibilities, and authorities, to our employees, as well as where appropriate, to sub-contractors and visitors, so that all relevant parties understand environmental issues and the environmental effects of their activities.

6. **Continuous improvement & accountability**

To monitor, through operational and management review meetings, and systematic auditing, the continual improvement of our environmental performance towards established objectives.

7. **Maintain operational procedures**

To develop and maintain operational procedures to minimise and continuously improve our environmental accountability.



Giving back locally

Our '**United in Action**' initiative empowers branches to lead their own fundraising, events, and volunteer efforts - building stronger community connections and making a real local impact. From fun runs to bake sales, we believe in giving back where it matters most.

See our latest challenges online.

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www.unitedfasteners.com.au

For more information about
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