

Environmental Management System (EMS4)

To minimise environmental impact across all HIGHLUX operations through responsible design, manufacturing, and lifecycle management of our solar lighting solutions.

Revision History

This Policy is reviewed at least annually as part of our Management Review to ensure its continuing suitability and alignment with company objectives.

Issue	Date	By	Description
EMS4	20/10/2025	MV	Initial release aligned to ISO 14001:2015

Executive Endorsement

QMS4 Approved by:	
Name	Tristan Downs
Title	Director
Signature	
Date	21/10/2025
Version	EMS4
Next review date	October 2027

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The electronic copy is the controlled version.

Any printed copies are considered uncontrolled and may not reflect the latest approved revision

Scope & Purpose

This Environmental Management System (EMS) outlines the framework by which HIGHLUX identifies, manages, and minimises the environmental impacts of its operations, products, and services.

It applies to all employees, contractors, and activities under the control of HIGHLUX Pty Ltd across Australia and aligns with ISO 14001:2015 Environmental Management Systems.

Policy Statement

HIGHLUX recognises the importance of protecting the environment and is committed to continuous improvement in environmental performance.

Our approach is guided by the principles of a circular economy: designing for durability, reuse, remanufacturing, and recycling and by full compliance with applicable environmental legislation and other obligations.

HIGHLUX commits to:

- Prevent pollution and minimise waste.
- Use materials and energy efficiently and responsibly.
- Integrate environmental considerations into business planning, design, procurement, and operations.
- Engage openly with employees, suppliers, and customers on sustainability.
- Comply with all applicable legal and regulatory requirements.
- Monitor, measure, and review environmental performance for continual improvement.

(See also: HIGHLUX Environmental Policy EP3 2023.)

Roles & Responsibilities

Managing Director: Provides leadership, resources, and oversight to ensure implementation of this EMS.

Managers / Supervisors: Ensure operational compliance, support training, and verify that controls are implemented.

All Employees & Contractors: Follow environmental procedures, report hazards or spills, and participate in environmental initiatives.

Environmental Aspects & Impacts

Environmental aspects are identified and reviewed annually or when significant process changes occur. Key aspects include:

- Energy consumption and solar technology performance.
- Packaging materials and waste generation.
- Transport and logistics emissions.
- Product end-of-life management and recycling.

Each aspect is evaluated for significance and appropriate controls are implemented to reduce adverse impacts.

Operational Controls

To manage and mitigate environmental risks, HIGHLUX applies the following controls:

- Use of **low-impact installation systems** such as Surefoot Footings and swing poles to reduce excavation and equipment use.
- **Elimination of plastic packaging** and use of recyclable materials wherever possible.
- **Battery and component recycling initiatives** through Lighting Council Australia programs.
- **Environmentally safe cleaning products** in the workshop and office.
- **Supplier evaluation** for environmental performance and ethical sourcing.

Training & Awareness

All employees receive induction training on environmental responsibilities. Additional training is provided for staff involved in design, manufacturing, or site work with potential environmental impact.

Environmental awareness is reinforced through toolbox talks, briefings, and company communications.

Monitoring Performance & Review

HIGHLUX monitors its environmental performance through internal audits, supplier evaluations, and incident reports.

Findings are reviewed at management meetings to assess progress toward objectives and identify improvement actions.

Environmental performance metrics (e.g., waste reduction, recycling rates) are reviewed annually.

Communication & Engagement

HIGHLUX maintains open communication with employees, customers, and regulators. Environmental information and achievements are shared internally and externally to promote sustainable practices and industry leadership.

Continuous Improvement

Opportunities for improvement are identified through audits, staff feedback, and product innovation.

Actions are tracked to completion and outcomes are reviewed during the annual management review.