

Environmental Policy

Revision History

Issue	Date	By	Description
EP4	20/10/2025	MV	Review to align with ISO14001 Clause 5.2
EP3	10/11/2023	MV	Update; update examples
EP2	12/12/2022	MV	Update
EP1	10/09/2021	MV	First release

Executive Endorsement

EP4 Approved by:	
Name	Tristan Downs
Title	Director
Signature	
Date	21/10/2025
Version	EP4
Next review date	October 2027

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Purpose & Scope

This Environmental Policy defines HIGHLUX's commitment to protecting the environment and minimising the impacts associated with our operations, products, and services. It applies to all employees, contractors, and business activities under the control of HIGHLUX Pty Ltd across Australia.

Policy Statement

HIGHLUX views protection of the environment part of our core values. We recognise our company. Although small, we acknowledge our responsibility to minimise our impact on environmental parameters globally, locally and individually. We aim to inspire our staff, suppliers and customers to do the same. In line with the principles of a circular economy, our in-house design team design for durability, reuse, remanufacturing, and recycling.

Commitment

HIGHLUX commits to:

- Identifying and managing environmental risks to prevent pollution and minimise impacts.
- Integrating environmental considerations into all business and design decisions.
- Managing waste responsibly and supporting biodiversity protection.
- Meeting or exceeding applicable legislation, regulations, and industry obligations.
- Providing staff training and resources to support environmental responsibility.
- Engaging openly with customers, suppliers, and industry partners on sustainability.
- Reviewing our performance regularly to ensure continual improvement.