

Environmental Sustainability Policy

Purpose

Invisive is a Queensland based, Infrastructure & Security Services business focused on the design and implementation of solutions for the Hybrid Cloud. We pride ourselves on delivering market leading consulting and implementation services that focus on the needs of our clients, ensuring the right outcomes are achieved. Invisive also recognises that we have a wider community obligation through Corporate Social Responsibility. This Corporate Social Responsibility, with respect to the environment, involves:

- Understanding our responsibility toward environmental sustainability, and
- Having programs in place that demonstrate this understanding and encouraging those within our business, as well as our Clients and Technology Partners, to make a personal commitment to minimise the impact of our operations on the environment.

Scope

This policy statement covers all activities, products and services Invisive operations. The policy is provided with the consideration given to international standards, national and state legislation, and our own corporate values. The Environmental Sustainability Policy drives a focus of sustainable development in all our business activities and establishes and promotes responsible environmental practices.

Invisive is continually focused on minimising waste and energy consumption to ensure a low carbon footprint and understands that the State Procurement Policy defines sustainability as a key evaluation criterion for procurement decisions. As a supplier to Queensland Local and State Government, Invisive has a focus on the following:

- Complying with applicable Australian Government, State and Local environmental legislation, regulations, policies, initiatives and other requirements which relate to the environmental aspects of Invisive's activities.
- Minimising our environmental impact and reducing the consumption of natural resources across all activities of the business.
- Developing and providing products and services that encourage and facilitate sound environmental practices.
- Establishing and maintaining Technology Partnerships with vendors and suppliers who demonstrated a shared commitment to environmental sustainability.
- A focus on Environment Sustainability and Corporate Social Responsibility as part of the culture at Invisive.
- Continually improving our processes to further ensure this ongoing commitment to Environment Sustainability.

Commitment

This Commitment to Environmental Sustainability and Corporate Social Responsibility is shown through the following practices and initiatives at Invisive:

- **Cloud Services** — Invisive leverages 100% Cloud based Services, ensuring a reduced Carbon Footprint. Invisive has also configured the features within the Cloud Services to minimise run time ensuring that systems are only provisioned when in use – where possible.
- **Work from Home** – Invisive is 100% Work from Home, reducing the need for travel and unnecessary impact on the environment.
- **Recycle Policy** – the company has a policy to recycle all goods that can be recycled, as well as a preference for the use of goods and materials that are based on recycling processes.
- **Device Selection** – Invisive only provides devices to its staff that have advanced power management capabilities that ensure minimal power consumption.
- **Paperless Operations** – Invisive is a Paperless Operation, with all Printing and use of disposables related to Printing actively discouraged not only internally but within our Client and technology Partners.