

ENVIRONMENTAL SUSTAINABILITY STATEMENT

PRINCIPLE

Regis Healthcare (“Regis”) provides aged care and retirement living accommodation and services across Australia and strives to create a reputation within the aged care industry for delivering quality care. In pursuing our vision of being a “dynamic, innovative and creative industry leader and providing quality aged care services”, we acknowledge the environmental and social impacts of our operations and are committed to actively managing and minimising our carbon footprint.

COMMITMENT

Our Environmental Sustainability Statement (“Statement”) and Environmental Sustainability Policy (“Policy”) collectively demonstrate Regis’ commitment to having a sustainable approach to management by integrating environmental sustainability across all our activities as well as fostering a shared sense of responsibility for optimal environmental performance from senior management through to our employees and subcontractors.

APPLICATION

The Statement applies to all Regis employees and to any other person who is notified that this Statement applies to them.

STATEMENT

Regis recognises that we have a responsibility for protection of the environment and aims to drive sustainable outcomes in all of our operations. To achieve this and to meet the needs and expectations of our clients, employees and communities, we will:

- **Culture** – Provide information, training and incentives to our employees and residents in order to build a positive and enabling culture which supports sustainable behaviour
- **Energy** – Ensure that we make responsible and efficient use of natural resources and minimise greenhouse gas emissions resulting from our operations
- **Governance** – Establish and maintain a Sustainability Committee to guide the implementation of the Statement and Policy
- **Legal** – Ensure that we conduct our activities in full knowledge of, and in compliance with, all environmental laws and relevant standards and practices
- **Procurement** – Source products and services that contribute to positive environmental and social outcomes
- **Reporting** – Measure and monitor our sustainability performance and openly communicate our performance to stakeholders via annual sustainability reporting
- **Waste and Water** – Reduce our consumption of resources, reuse what we can and recycle where possible
- **Wellbeing** – Ensure that new aged care facilities incorporate sustainability design principles, technologies, and features which promote the wellbeing of our residents and employees.

PROCESS

In delivering on the Statement, Regis is committed to a program of continual improvement and will set targets, measure progress against them and, where appropriate, share our progress with stakeholders.

COMPLIANCE

Regis management will be accountable for implementing this policy and for providing resources to achieve the above objectives. Employees will be responsible and accountable for implementing sustainability practices relevant to their position, and will be given opportunities to participate in decision-making around sustainability initiatives relating to their area of work. The Statement will be made available to members of the public via the Regis website.



Graham Hodges
Chairman

1 July 2018



Ross Johnston
Chief Executive Officer

1 July 2018