

ENVIRONMENTAL & SUSTAINABILITY

Sustainability Commitment

Commitment | ENV-POL-003 | Version 1.0

Document number	ENV-POL-003
Version	1.0
Document owner	Rhiannon Frankas, Director
Approver	Daniel Frankas, Managing Director
Issue date	19 July 2026
Effective date	On management approval
Review date	19 July 2028 or earlier following material change
Status	For approval and website publication

For MISCO, sustainability means maintaining a safe and viable Australian business, reducing avoidable environmental impact, developing people and supporting customers with durable, accurately specified material solutions.

1. Purpose

Describe MISCO's practical approach to resilient, responsible and resource-efficient business operations.

2. Scope

Business planning, procurement, product conversion, resource use, people, community, customer relationships and supply-chain decisions.

3. Policy statement and commitment

For MISCO, sustainability means maintaining a safe and viable Australian business, reducing avoidable environmental impact, developing people and supporting customers with durable, accurately specified material solutions.

4. Mandatory requirements

- Make decisions that balance safety, quality, legal compliance, environmental impact, customer need and long-term business resilience.
- Improve material yield, energy discipline, maintenance and waste segregation using evidence rather than slogans.
- Prefer durable, repairable, reusable or recyclable options where technically and commercially suitable.
- Work with suppliers that support lawful, ethical and traceable supply chains.
- Invest in workforce capability, respectful employment and safe work.
- Support Australian manufacturing and local participation without misrepresenting product origin.
- Publish environmental or social claims only when they are specific, accurate and capable of substantiation.

5. Implementation and operational controls

- Include sustainability risks and opportunities in business planning.
- Select a small set of measurable objectives and baselines.
- Document improvements and avoid unsupported net-zero, recycled-content or circularity claims.
- Review progress at least annually and reset priorities when circumstances change.

6. Roles and responsibilities

Role	Responsibility
Directors	Approve the document, provide resources, set the expected standard and review material breaches or exceptions.
Managers and supervisors	Apply the requirements in daily work, communicate expectations, retain required records and escalate concerns.
Employees and contractors	Follow the document, complete required training, protect MISCO interests and promptly report suspected breaches.
Suppliers and business partners	Meet applicable contractual, ethical, safety, quality, security and legal requirements when acting for or supplying MISCO.
Workers performing operational tasks	Use designated controls and waste streams and immediately report spills, dust, waste, noise or other environmental hazards.

7. Reporting, complaints and escalation

Suggestions and concerns may be raised with a Director. Material claims proposed for customer or website use require evidence review before publication.

MISCO will assess concerns proportionately, preserve confidentiality as far as lawful and practicable, prevent retaliation, and refer matters to regulators, emergency services, insurers, professional advisers or law enforcement where required.

8. Monitoring and assurance

- The Document Owner will monitor relevant complaints, incidents, nonconformities, legal or standards changes, website accuracy and overdue actions.
- Material findings will be considered through management review, internal review or corrective action as appropriate.
- Public claims and linked downloads will be checked when evidence, certification, licensing, supplier, product, website technology or business practice changes.

9. Records and retention

Approvals, declarations, registers, reports, investigations, training, complaints, correspondence and other records created under this document must be accurate, protected, accessible to authorised personnel and retained under IT-POL-003 and applicable legal, contractual and evidentiary requirements.

10. Related MISCO documents

- ENV-POL-001 Environmental Policy
- ENV-POL-002 Waste Reduction & Recycling Policy
- COR-POL-006 Local Industry Participation & Australian-Made Commitment

11. External references

- [Environment Protection Act 2017 \(Vic\), Environment Protection Regulations 2021 \(Vic\) and EPA Victoria guidance on the general environmental duty](#)
- [Australian Made, Australian Grown Logo Code of Practice and Australian Consumer Law country-of-origin requirements](#)
- [Modern Slavery Act 2018 \(Cth\) and Australian Government reporting guidance](#)

References were verified from primary or authoritative sources on 19 July 2026. Standards are identified but not reproduced; current licensed editions and legal advice should be consulted where exact requirements determine a decision.

12. Approval and review

Role	Name	Approval / signature	Date
Document owner	Rhiannon Frankas		
Approver	Daniel Frankas		

Review due 19 July 2028, or earlier following material legislative, regulatory, standards, certification, system, operational or organisational change.

Revision history

Version	Date	Change
1.0	19 July 2026	Initial controlled issue prepared for management approval and website publication.