

Environmental Sustainability Policy

1. Our commitment

The Company respects our relationship with the natural environment and its ecosystems.

We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems.

Company commits to the following principles and practices:

- Monitoring and managing our environmental performance and working towards targets set to prevent adverse impacts;
- Complying with relevant government environmental policies, practices, regulations and legislation, and industry-specific legislation in the jurisdictions in which we operate,;
- Minimising the consumption of natural resources in daily operations, including water, paper and energy;
- Maximising the recycling of resources;
- Disposing of waste appropriately, including e-waste at designated e-waste centres;
- Committing to the principles of preventing pollution to the environment and continual improvement;
- Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel;
- Where possible, encouraging suppliers to meet high standards of environmental performance;
- Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public;
- Reporting on the company's environmental performance in both internal and external communications, where relevant; and
- Reviewing this policy annually and measuring targets and performance as part of that review.

We are committed to fulfilling the objectives of this policy and expect the same of all employees and subcontractors working on our behalf.

2. Amendment of policy

This policy cannot be amended without approval of the Company Board. It will be reviewed from time to time to ensure that it remains effective and meets good practice standards and the requirements of the Company.

3. Related policies

- ESG & Sustainability Policy
- Health & Safety Policy

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