

Environmental Policy

1. Principles and Purpose

The Group accepts its responsibility to take all appropriate measures to respect the environment and mitigate risks to the environment arising by reason of the Group's activities. This includes the risk of impact upon the climate arising by reason of the Group's activities.

The Group is committed to developing, maintaining and improving standards and practices to reasonably meet this responsibility.

2. Everyone's Responsibility

Environmental respect and care is the responsibility of everyone:

- each person who works for, contracts with or does business with the Group ("**Personnel**");
- the Group by dedicating appropriate human, financial and managerial resources to achieving the Group's strategic and business objective environmental outcomes.

Acceptance by Personnel of that responsibility is a fundamental term of their engagement with the Group.

Implementation of this policy is the responsibility of management under the oversight of the Company Secretary, reporting to the CEO as well as periodically to the Board Risk Committee on behalf of the Board.

3. Objectives and Targets

The Group will set objectives and targets with the aim of reducing:

- the likelihood; and
- the severity of consequence,

of environmental risks.

The Group will measure performance against such objectives and targets by analysing outcomes and implementing risk mitigation initiatives with a view to continuous improvement of performance outcomes.

4. Contractors and Subcontractors

All Personnel, including contractors to the Group, and their subcontractors and employees, are expected to observe and comply with the environmental respect and care standards and practices developed in the terms of this policy.

5. Specific Environmental Matters

The Group commits:

- (a) **Legislative and regulatory compliance**) to complying with all applicable legislative and regulatory requirements.

- (b) **(Environmental Management Plans)** to preparing environmental management plans, as appropriate, for each relevant site where the Group undertakes its business, including in consultation with Personnel involved at the relevant site, to manage the achievement of the principles and purpose set out in this policy at that site.
- (c) **(Risks)** to:
- performing risk assessments to identify relevant risks associated with environmental care and sustainability;
 - implementing control and/or risk mitigation initiatives to reasonably address such risks.
- (d) **(Education and Training)** to continuing environmental awareness, education and training programs as well as appropriate initiatives to:
- minimise the incidence of risk to the environment arising from the Group's activities;
 - mitigate the consequences of environmental harm arising; and
 - build the capability of Personnel to appropriately address environmental risks and deal with the consequences of such risks.
- (e) **(Reporting)** to encouraging the reporting to relevant officers within the Group with responsibility for environmental care and sustainability of all relevant environmental harm:
- risks; and
 - incidents;
- to facilitate the delivery of the aims and objectives of this policy.
- (f) **(Monitoring and Evaluation)** monitoring and evaluation of Group policies/practices, and their implementation, to achieve the aims and objectives of this policy with a view to continuous improvement of environmental performance outcomes.
- (g) **(Emergencies)** to plan for the Group and Personnel to effectively deal with relevant environmental risk emergencies that may arise so as to mitigate the consequences of such risks.
- (h) **(Budgetary Business Planning support)** to appropriate sufficient budgetary and business planning support and resources to achieving the principles and purpose of this policy.

6. Policy Review

This policy will be the subject of periodic review (and as appropriate recommended revision) by management, reporting to the Board via the Board Risk Committee, to ensure the policy at least meets contemporary industry standards and practices as well as the delivery of the policy's principles and purpose.