

## OUR ESG POLICY

The company recognises that the management of material environmental, social and governance (“ESG”) issues can have a significant impact on the long-term operational performance of the company in terms of the growth and longevity of the business.

Businesses with an environmentally sustainable and socially responsible way of operating significantly de-risk their business model, and therefore, deliver better performance and achieve greater cost efficiencies and profitability. These issues are integral to our business.

In developing our ESG policy, we have considered a range of codes and standards, including the United Nations supported Principles for Responsible Investment (“PRI”), and the requirements of our Anti-Bribery and Corruption Policy and Code of Ethics, and the input of our board of directors and stakeholders.

### OUR ESG PRINCIPLES

The company will, to the best of our ability:

- Implement our ESG engagement activities as an integral part of how we do business and recognise that our ESG activities are of an on-going nature and encourage continual improvement in ESG performance at the company
- Comply with applicable regulations and appropriate best practice governing our operations, and the protection of human rights, occupational and public health and safety and the environment.
- Adhere to the highest standards of ethical conduct to avoid negligent, corrupt business practices or practices involving conflicts of interest.
- Assist employees and relevant subcontractors, as appropriate, in the identification and management of ESG risks and opportunities and provide them with appropriate support to do so.
- Identify ESG risks and opportunities as part of the evaluation of growth opportunities and manage ESG risks and opportunities following acquisition including those arising through supply chains.
- Support and encourage our employees to help community organisations and activities.
- Provide for the assignment of and accountability for ESG responsibilities to senior managers.
- Review the policy’s effectiveness and implementation on a regular basis, and report relevant findings, progress and recommendations to our Board.
- Distribute this policy and related ESG information to all employees.
- Ensure appropriate disclosure to and encourage dialogue on ESG issues with our board of directors and other stakeholders as appropriate.