

SUSTAINABILITY POLICY

As a provider of energy services and solutions, we are committed to caring for our people, the environment and the community.

We strive to create long-term value for our stakeholders by integrating environmental stewardship, social responsibility, and sound governance into our decision-making to support a just energy transition and a sustainable, net zero future.

To achieve this, we will:

- **Live our values** - 'we care', 'better together', 'be accountable', 'find a better way', and 'think like a customer' every day.
- **Drive innovation and efficiency** to support sustainable economic performance.
- **Embed sustainability** into our strategy and decision making processes.
- **Champion circular-economy principles** to reduce waste, preserve value and maximise resource efficiency.
- **Support a just energy transition** by contributing to a sustainable, net-zero future.
- **Partner with our customers and communities** to deliver meaningful and impactful social programs.
- **Ensure supply chain transparency and ethical sourcing practices** to deliver **positive** social, environmental, and economic outcomes.
- **Prioritise supplier diversity and inclusion** by engaging with local, First Nations businesses and social enterprises
- **Foster diversity, equity, and inclusion** by valuing different skills, experiences, and perspectives.
- **Create inclusive, safe workplaces** where everyone feels respected and empowered.
- **Continuously improve** our sustainability performance through clear targets, regular monitoring and transparent reporting.

This Policy should be read in conjunction with the Group Health, Safety, Environment and Quality Policy, HR Policies, Procurement and Contract Management Policy and the Group Code of Conduct.



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August 2025