

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:

- **Drive innovation and efficiency** to support sustainable economic performance. Leverage data, technology and digital innovation to accelerate sustainability outcomes.
- **Embed sustainability** into our strategy and decision making processes.
- **Protect biodiversity** through responsible land use and habitat operation.
- **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 by engaging in two-way dialogue and incorporating their perspectives into our planning and reporting.
- **Integrate climate resilience** into asset design, planning and operations to ensure reliability.
- **Ensure supply chain transparency and ethical sourcing practices** to deliver **positive** social, environmental, and economic outcomes, that upholds human rights across our operations and supply chain with zero-tolerance for modern slavery.
- **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.



Peter Iancov

Managing Director
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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.