

1. OVERVIEW

The Sustainability Policy (**the Policy**) sets out the sustainability core principles and commitments of Mulpha Australia Limited (**Mulpha**) and its subsidiaries (**Group**). It serves as a guide to align the Group's strategies and business operations, fostering ethical governance, minimising environmental impact and enhancing the well-being of the communities we support.

2. OBJECTIVE

The objective of the Policy is to:

- establish principles to govern our sustainability strategies and communicate the Group's commitments in addressing environmental, social and governance (ESG) risks and opportunities across our business operations.
- promote and cultivate integrity, transparency and credibility within our sustainability efforts to enhance business decisions and operations.
- align the Group's strategies and principles with relevant sustainability frameworks and international standards.

3. OUR PRINCIPLES

Governance and Responsible Business

The Group is committed to establishing a strong foundation of business ethics, ensuring positive impacts and long-term sustainability through honesty, transparency and responsible business practices, achieved through the following means:

- Ensuring compliance with regulatory and legal requirements in which we source, operate and supply, including relevant international laws and trade sanctions, as well as those related to work health and safety, modern slavery and sustainability.
- Applying an ethical approach to our business practices.
- Preventing all forms of bribery and corruption throughout our value chain.
- Protecting customer data and privacy against unauthorised access and use.
- Maintaining the highest standards of product quality to sustain customer satisfaction and support long-term value creation.

Environmental

As we move towards a more environmentally sustainable future, the Group is devoted to playing a role in conserving natural resources and reducing greenhouse gas (“GHG”) emissions as we carry out our business operations through the following sustainable initiatives:

- Setting sustainable targets for our key developments to mitigate the effects of climate change and achieve ecologically sustainable developments.
- Reviewing the Group’s building efficiency to reduce cost and determine the potential for alternative energy supplies which reduce GHG emissions.
- Building long-term partnerships with managing agents to deliver sustainable initiatives within the Group’s operations and regularly engage with our managing agents to achieve sustainable objectives.
- Including environmental considerations including climate-related risks and opportunities into the Group’s investment and operational business decisions.
- Safeguarding and protecting the environment in which the Group operates.

Social

At Mulpha, our commitment lies in conducting our operations with a focus on social responsibility, aiming to create positive social impacts for our stakeholders. We are dedicated to ongoing enhancements in our social performance through the following actions:

- Upholding human rights and fair labour practices throughout the Group’s value chain.
- Ensuring a safe and healthy workplace for all employees and contractors, with compliance to regulations and continuous monitoring for improvement initiatives.
- Engaging with our suppliers to align with our commitments and human rights obligations.
- Engaging with our employees and stakeholders to achieve agreed sustainable objectives.
- Actively engaging with and contributing to the communities in which we operate.

4. APPLICABILITY

The Policy is applicable to all employees within the Group and external parties including our vendors, suppliers and contractors. We strongly encourage all employees to be aligned with the Policy and adhere to the commitments set out herein.

The Policy aims to guide the Group towards achieving sustainability. It should be read in conjunction with the following policies/statements and any other relevant policies/ statements made applicable to the Group from time to time:

- Code of Conduct
- Whistleblowing Policy
- Privacy Policy



Sustainability Policy

- Risk Management Policy
- Workplace Health and Safety Policy
- Environmental Policy
- Supplier Code of Conduct
- Human Rights Policy
- Anti-Bribery and Corruption Policy
- Cyber Security Policy
- IT Disaster Recovery Plan

5. REVIEW OF THE POLICY

The Policy falls under the purview of Mulpha’s Board of Directors (“**Board**”), which will have the strategic oversight over the Group’s sustainability practices. The Policy is subject to periodic review and revision by the Sustainability Committee, with approval from the Board, to reflect any updates and improvements in line with leading industry and sustainability standards.

This Sustainability Policy was approved and adopted by the Mulpha Australia Limited Board on 29 May 2024.

Document Control Log

Version	Document Owner	Author	Approval	Date
1.0	Naomi McRae - Company Secretary	Lesley Stradling - Compliance Manager	Risk Management Committee	November 2022
1.1	Naomi McRae - Company Secretary	Lesley Stradling - Compliance Manager	Mulpha Australia Board	May 2024