

SUSTAINABILITY POLICY

Sustainability mission

Contribute to a sustainable future through responsible operations and ethical business practices that deliver economic returns for our shareholders and create shared value in our communities.

While our business plays a role in enabling a sustainable energy future, we also recognise the impact of our operations. Therefore, we are committed to continuously improving our sustainability performance and ensuring our activities support our role in enabling the global energy transformation.

We do this through:

Innovation and leadership

- Apply systems thinking, agility and continual learning to respond to **innovation** in sustainable technology.
- Stay abreast of **global trends** and play a **key advocacy** role in the world's ambition towards net zero.
- **Collaborate** and partner with key stakeholders.

Stakeholders and community engagement

- Work collaboratively with **Traditional Owners** and respect their connection to country.
- Look for opportunities to create **shared value** in our communities.
- Build trusting relationships with stakeholders through **proactive engagement**.

Legislation and regulations standards

- Comply with all applicable **legal and statutory** requirements as a minimum standard, and where these don't meet our sustainability commitments seek to go beyond compliance.

Governance, accountability and oversight

- Embed our **sustainability commitments** into our culture and business.
- Maintain effective **governance, accountability** and **oversight** of sustainability management and performance.
- We recognise the **interdependence** of environmental, social and governance issues in achieving sustainable outcomes.

Improvements in-line with our material topics and stakeholder priorities

- Undertake **materiality assessments by engaging with stakeholders and our people** to identify and assess our most significant impacts on the economy, environment and community.
- Proactively **manage and improve performance** within material topics as it relates to our operations.
- Identify, evaluate and manage **sustainability risks** in line with our Risk Management Policy and develop appropriate mitigation measures.

Continuous improvement and performance management

- **Improve our performance** through investing in training, awareness, systems, tools and assurance.
- **Measure, monitor, evaluate** and **communicate** progress against material topics and stakeholder priorities.

POLICY HISTORY

This Policy has been approved by the Board and will be reviewed by Management every two years.

Last reviewed	26 May 2021
This review	16 March 2023
Frequency	Every two years