



SUSTAINABILITY POLICY

PURPOSE

This policy establishes Ventia’s sustainability commitments across the elements of environment, social and governance (ESG). We recognise that every decision and action we take is an opportunity to create a positive lasting legacy for people and the planet. Our activities contribute to achievement of the United Nations Sustainable Development Goals most relevant to our business.

SCOPE

This policy applies to all employees and third parties engaged by Ventia, and/or entities under Ventia’s operational control, including alliances and joint ventures. This policy is made readily available to all stakeholders.

OUR OBJECTIVES

We strive for continuous improvement of ESG outcomes in all aspects of our work and decision-making to create value and sustain positive outcomes for our stakeholders, including through the following commitments and objectives:

Creating a healthier planet

- Achieve net-zero Greenhouse Gas (GHG) emissions by 2050 across all our direct and indirect emissions (Scope 1, 2 and 3) and deliver emissions reduction to achieve our science based interim reduction targets
- Embed climate risk and resilience considerations in our activities and disclose our material climate-related risks and opportunities (as required)
- Protect and enhance the biodiversity and natural amenity of the environments and communities in which we work
- Adopt a circular approach to materials including through the selection, re-use and recycling of materials to reduce disposal to landfill
- Apply a lifecycle approach to use natural resources and materials efficiently, reducing energy, water and virgin material use
- Lead with at least 40% women in our Executive Leadership Team and deliver diversity, equity, and inclusion practices to attract and retain a workforce that reflects the diversity of the communities we serve;
- Engage with and respect local communities to deliver lasting benefits through our activities
- Deliver social value by creating opportunities for diverse suppliers to work with us, including indigenous peoples, social enterprises, women-owned, veteran and local Suppliers and Sub-Contractors

People and Community Focused

- Put safety and health above all else and create a positive and inclusive workplace culture that is supportive of employee wellbeing
- Cultivate a workplace that values and respects every individual, regardless of their age, race, cultural background, disability, ethnicity, sex, gender identity, marital or family status, religious belief, sexual orientation, socio-economic background, perspective, or experience
- Uphold the highest standards of governance and ethics and ensure our Governance Framework is applied across all our activities
- Embed sustainability outcomes by establishing robust objectives and targets and transparently reporting progress
- Bring together people and partners to deliver innovative sustainability solutions which align with our shared goals
- Measure and advocate sustainability initiatives and transparent outcomes with stakeholders to demonstrate industry-leading sustainability performance.

RELATED INFORMATION

This Policy should be read in conjunction with the Sustainability Strategy, Ventia’s Environment Policy, Health and Safety Policy, Diversity and Inclusion Policy, Equal Employment Opportunity and Discrimination Policy, Modern Slavery Policy, Procurement Policy and the Code of Conduct.



Authorised by:

Dean Banks, Group Chief Executive Officer

Approved on: 05 October 2023

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