



## SUSTAINABILITY POLICY

### 1. Purpose and Scope

This Sustainability Policy sets out how the Company, in line with the QCA Corporate Governance Code and AQSE Rulebook, is committed to responsible operations, ethical business practices, and the creation of long-term value for shareholders and stakeholders. The Policy applies to all directors, officers, employees, and consultants of the Company and its subsidiaries. Where appropriate, contractors, suppliers, and business partners will also be made aware of and expected to support these objectives.

### 2. Governance and Oversight

The Board is responsible for the oversight and annual review of this Policy, ensuring it remains effective and up to date with regulatory requirements and best practice. The Board delegates day-to-day implementation to management, who are accountable for integrating sustainability into business strategy, culture, and operations.

### 3. Commitment to Stakeholders

The Company will:

- Engage proactively with shareholders, employees, suppliers, customers, and communities to understand their interests and concerns.
- Build trusting relationships through open, consistent, and transparent communication.
- Respect the rights and interests of all stakeholders, including indigenous peoples, and foster a culture of inclusion and respect.
- Identify and create opportunities for shared value across our value chain.

### 4. ESG Integration and Risk Management

The Company will:

- Integrate environmental, social, and governance (ESG) considerations into decision-making and risk management processes.
- Conduct regular materiality assessments to identify and address significant impacts and opportunities.
- Monitor, manage, and report on ESG risks and performance, in line with the QCA Code and AQSE Rulebook.
- Ensure compliance with all applicable legal and regulatory requirements as a minimum standard.
- Continuously improve through investment in training, systems, and assurance.

## **5. Transparency and Reporting**

The Company will:

- Disclose sustainability objectives, actions, and performance annually, in accordance with the QCA Code and AQSE Rulebook.
- Report on progress towards integrating the UN Global Compact Ten Principles and other relevant standards.
- Maintain effective governance, accountability, and oversight of sustainability management.

## **6. Non-Compliance**

All instances of non-compliance with this Policy will be treated seriously and may result in disciplinary action, including dismissal or removal. The Company will report material breaches in line with AQSE requirements.

## **7. Review**

This Policy will be reviewed by the Board at least annually and updated as required to ensure ongoing alignment with the QCA Code, AQSE Rulebook, and evolving best practice.

The most recent review was conducted on 19 April 2026.

The Board of Directors approved this Policy on 7 May 2026.