

Multiplant Holdings and its controlled entities (Multiplant and KMJV) is fully committed to being a sustainable business and this commitment forms a fundamental part of our wider Sustainability Strategy.

Sound sustainable development is also key to the Group's environmental policy and supports our commitment to being a responsible business with a social purpose beyond its immediate boundaries. We acknowledge that our company has potential impacts on people and the environment through our operations and supply chains. Through this policy we;

- ❖ Commit to comply with applicable law in all our operations
- ❖ Commit to protect human rights. We are a committed equal opportunity employer and will abide by all Fair Work practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other countries.
- ❖ Commit to minimise our impact on our environment and maximise the effective use of resources
- ❖ Commit to foster responsible environmental behaviour amongst staff at all levels
- ❖ Commit to minimise risk and impacts through processes and systems to implement, measure and monitor environmental and social performance
- ❖ Commit to increase communication and awareness of our efforts.

## People

### *We will:*

- Comply with legislation such as the Modern Slavery Act 2018.
- Supporting the surrounding community by looking to employ local people where possible.
- Create useful opportunities for development of skilled local workers.
- Engage early and meaningfully with stakeholders, including indigenous organisations, communities, industry and government.
- Avoid harming the lives of local people.
- Support local businesses to ensure they are prepared for and provided with opportunities to participate.
- Encourage our employees to volunteer via program organised internally or externally.
- Support local charities by donating time eg. Staff participation.
- Look to provide sponsorship or monetary donation to local charities, sports clubs, youth groups or other.
- Promote long-term economic benefits within communities we work.

## Environmental

### *We will:*

- Comply with all laws governing the environment.
- Strive to better understand the impact that our practices may have on the environment.
- Minimise or offset our impact on the environment.
- Work towards the conservation of energy, water and resources in all our operations.
- Dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
- Lessen our environmental impact by purchasing environmentally-friendly products and services.
- Take steps to continually improve environmental performance.
- Protect and support biodiversity.
- Conduct audits, evaluations, and self-assessments of the implementation of this policy.

- Work with our entire supply chain in order to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
- Be an environmentally responsible neighbour in our community.
- Promote environmental awareness throughout all operations of the company.
- Foster a sustainably aware culture, where responsibility is assigned and understood.
- Strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.

### Economic

**We will:**

- Consider and support sustainability initiatives with a strong business case.
- Integrate sustainability into our existing business models, accounting and reporting.
- Add value to our products and services to support sustainability markets.
- Reduce operating costs through improved resource management eg, water, waste, energy, carbon, employee engagement.
- Manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks.
- Reduce reputation risks and communicate actions.

Managing Director:  \_\_\_\_\_ Date: 09 / 05 / 2024