

SUSTAINABILITY POLICY

ARA Group Limited ABN 47 074 886 561 and its related corporate entities (collectively **ARA Group**) recognise the environmental responsibilities of businesses with regard to modern community expectations and legislation pertaining to the environment and sustainability of resources. This Sustainability Policy (**Policy**) sets out how ARA Group aims to optimise its sustainable practices and otherwise minimises the environmental impacts of its business activities.

1 Priorities

At all times, ARA Group endeavours to conduct its business activities in a efficiently organised manner that prioritises responsible and minimal use of energy, water and materials generally, minimises wastage, and otherwise engages and educates staff.

2 Principles

In the interests of optimising sustainable practices and minimising the environmental impacts of everyday business activities, ARA Group strives to:

- (a) efficiently use resources (particularly electricity, water and consumables);
- (b) adopt best practice energy management, providing energy efficient services and facilities;
- (c) reducing waste generation and minimising landfill waste;
- (d) recycle and reuse resources where possible;
- (e) reduce greenhouse gas emissions from vehicle fleets by encouraging less greenhouse intensive transportation options;
- (f) purchase sustainability friendly materials and energy sources;
- (g) undertake projects which provide a healthy working environment based on sustainable and energy efficient principles;
- (h) be transparent in reporting practices to the community and stakeholders;
- (i) incorporate carbon emissions and sustainability indicators within reporting mechanisms;
- (j) utilise sustainability indicators in decision making regarding purchases, business practices and facilities; and
- (k) provide training regarding the adoption of sustainability practices.



Edward Federman
Chief Executive Officer

12 December 2023

Date