

ENVIRONMENTAL POLICY

This Environmental Policy (**Policy**) sets out ARA Group Limited ABN 47 074 886 561 and its related corporate entities' in Australia and New Zealand (collectively **ARA Group**) commitment to protecting and enhancing the natural environment in the course of conducting business.

1 Goals

ARA Group endeavours to be an environmentally considerate business and strives to meet all requirements of the Australian government's applicable environmental legislation, policies and programs. ARA Group's managerial staff strive to achieve environmental best practice and prevention or minimisation of pollution by way of continually evaluating and improving environmental practices adopted in the course of business.

ARA Group is dedicated to minimising waste-to-landfill and greenhouse gas emissions, reducing consumption of power, water and natural resources, and maximising potential environmental benefits.

2 Environmental considerations

With the interests of preserving the environment, in the course of business ARA Group endeavours to:

- (a) ensure continual compliance with all applicable environmental laws;
- (b) exceed, where possible, minimum standards of environmental compliance;
- (c) minimise the impact of its activities upon the environment;
- (d) ensure installation processes and products supplied are safe for customers, the public, and for the environment; and
- (e) develop environmental and waste management systems within ARA Group.

3 General objectives

ARA Group's objectives pertaining to meeting its commitment to the environment include:

- (a) identifying and managing ARA Group's environmental footprint and environmental risks and opportunities associated with each business decision;
- (b) working closely with employees, clients, suppliers and other interested parties to continually refine ARA Group's work practices and business operations;
- (c) regularly monitoring and reporting on ARA Group's environmental performance;
- (d) incorporating environmental management considerations into ARA Group's core business plans and management practices, including preparing, fitting out and operating accommodation arrangements on an ongoing basis;
- (e) complying with applicable legal requirements, relevant governmental policies and environmental management plans; and
- (f) actively promoting and encouraging the adoption of ecologically sustainable work practices and operations within ARA Group and the wider community.



Edward Federman
Chief Executive Officer

21 January 2026

Date