

## SUSTAINABILITY POLICY

ARA Group Limited ABN 47 074 886 561 and its related corporate entities in Australia and New Zealand (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 efficiently and in an organised manner that prioritises responsible and minimal use of energy, water and materials generally, minimises wastage.

### 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.



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Edward Federman  
Chief Executive Officer

21 January 2026

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