

## Sustainability & ESG Policy

### Scope

This policy establishes Verbrec's commitment to sustainability and environmental, social & governance (ESG) across our business.

This policy applies to all employees, consultants and third parties engaged by Verbrec.

### Our Commitment

Verbrec recognises all aspects of our business and its operations in a responsible and sustainable manner.

We use sound governance practices to provide a framework that prioritises the health and safety of our people, fosters ethical and inclusive business practices, reduces environmental impacts of our operations and our carbon footprint and through our delivery provides a positive social impact for our clients and our community.

Through strong relationships, built on trust, we enable a sustainable future for our clients and their customers.

### Our Sustainability Actions

To meet the objectives of this policy, Verbrec will:

1. Align with the sustainability goals of our clients, delivering value and outcomes which positively impact our communities.
2. Provide a safe working environment focused on the health and wellbeing of our people.
3. Build our capability through continuous targeted education and training of our people and inclusive recruitment practices.
4. Foster a culture of sustainable and ethical procurement practices in line with our local and indigenous procurement policy.
5. Continuously improve the quality of our sustainability reporting both voluntarily and in accordance with applicable regulations.
6. Demonstrate alignment with United Nations Sustainable Development Goals which are applicable to our business through periodic progress reporting.
7. Reduce our carbon footprint by achieving net-zero greenhouse gas emissions across all of our direct emissions (Scope 1 & 2) by 2030 and indirect emissions (Scope 3) by 2050.
8. Maintain corporate governance in line with good industry practice and in line with ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations'.



30 June 2024

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**Mark Read**

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**Date**

Chief Executive Officer