

QEHSP 20 - Environmental Management Policy

Environmental

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Introduction

At OBW Technologies, we are committed to addressing climate change through proactive measures. Recognising the significance of the Intergovernmental Panel on Climate Change's (IPCC) scientific assessment and the role of human activities in this global issue, we acknowledge our responsibility as a business to tackle this challenge. Our approach is grounded in precautionary measures, prioritising environmental stewardship to not only combat climate change but also identify operational efficiencies and strategic investments that reduce costs. We understand that sustainability is not only environmentally beneficial but also economically and socially advantageous. With a focus on sustainable practices and carbon footprint reduction, we strive for innovation that aligns with our environmental objectives. Our aim is to drive positive change and contribute to a sustainable future.

Scope

This policy applies to all aspects of OBW Technologies' operations nationwide, including our remote employees, facilities (whether owned or leased), and the individuals working at these locations, including both employees and contractors.

Environmental Stewardship and Greenhouse Gas Emissions

We are fully committed to the principles outlined in the Paris Agreement. We recognise the urgent need to address climate change and understand the vital role that businesses play in mitigating its effects. Our primary focus is on minimising the greenhouse gas emissions associated with our facilities and activities. We are also increasingly aware of the emissions profile of our supply chain. We are dedicated to implementing energy-efficient measures, transitioning to renewable energy sources, and adopting sustainable practices, both within our own operational footprint and that of our key supply chain partners. We have started to calculate our Scope 1 and Scope 2 GHG emissions and have identified FY25 (01 August 2024 to 31 July 2025) as our baseline year. We are aiming to challenge ourselves by reducing GHG emissions from our operations by the end of fiscal year 2030. In collaboration with our supply chain partners, we have also begun the process of collecting data on our scope 3 emissions.

Energy

OBW Technologies are committed to responsible energy usage and continuously strive to reduce our energy consumption through enterprise-wide actions and behavioural changes. Our policy mandates the following actions:

- Regular energy audits
- Implementation of energy-saving technologies
- Employee engagement in energy conservation
- Utilisation of renewable energy sources where appropriate
- Collaboration with suppliers and partners for sustainable practices
- Monitoring and reporting progress towards our renewable ambitions.

Water

OBW Technologies recognises our responsibility to society and the environment and are dedicated to promoting water stewardship. Our policy includes:

- Installation of water-efficient fixtures and technologies
- Education and training of employees on water conservation
- Implementation of water recycling and reuse systems
- Engagement in community initiatives promoting water stewardship

Electronics and Cloud Computing Services

Our policy focuses on ensuring the use of energy-efficient servers and IT equipment that align with recognised environmental standards.

Waste Reduction and Recycling

We are committed to minimising our waste footprint by following the principles of "reduce, reuse, and recycle." Our policy includes:

- Prioritising the management of our largest waste streams, specifically cardboard and segregation of kitchen waste.
- Establishing systems for paper recycling and responsible handling of electronic devices
- Employee engagement in waste reduction initiatives
- Promoting best practices across our facilities and with stakeholders

Real Estate

We integrate green building principles into our design standards when constructing new office buildings or renovating existing ones. Our approach includes:

- Considering location and proximity to public transport
- Prioritising efficient facilities systems
- Including EV charging stations in our facilities
- Evaluating the environmental profile of furniture and fixtures

Employees

We promote sustainable transportation options and remote work arrangements to reduce carbon emissions. Our initiatives include:

- Supporting the 'Bike to Work Scheme'
- Prioritising EV charging stations in new facility leases
- Offering remote and hybrid work options

Business Travel

We are committed to reducing non-essential business travel. Our policy includes:

- Raising awareness about reducing business travel
- Investing in videoconferencing technology
- Establishing travel guidelines
- Incentivising sustainable travel options
- Collaborating with industry partners
- Measuring and monitoring greenhouse gas emissions associated with business travel

Environmental Sustainability and Supplier Engagement

We promote environmental sustainability by holding our suppliers to high standards. Our policy includes:

- Evaluating suppliers based on their environmental performance
- Collaborating with key event vendors to promote sustainable practices
- Reducing waste and implementing recycling programs at events

Stakeholder Engagement

We engage with various stakeholders to promote environmental stewardship and sustainability. Our efforts include:

- Educating employees through job aids, handbooks, and training
- Educating customers and partners about the sustainability benefits of our solutions
- Collaborating with community partners and organisations on sustainability initiatives

Responsible Governance

We conduct annual reviews to identify areas of progress and improvement in our environmental performance. Our commitment to transparency includes:

- Monitoring our greenhouse gas emissions and environmental targets.
- Communicating environmental performance to leadership and stakeholders

Business Continuity

We follow the procedures set forth by OBW's Business Continuity Programme to ensure services to customers are not interrupted by extreme weather events. Our approach includes:

- Risk assessment and planning
- Emergency response and recovery protocols
- Incorporating sustainable infrastructure features
- Collaborating with suppliers for resilience
- Communicating with customers about potential disruptions

Processes and Management

We are committed to incorporating environmental considerations into our business practices and ensuring compliance with environmental regulations and laws. Our management team and directors actively support these efforts.
