

Sustainability Policy

Policy Owner: Group Finance

Version: 1

October 2023

1. Overview

In line with our vision and values, Lynch Group Holdings Limited (ABN 35 608 543 219) (**Company**) and its controlled entities (together, **the Group**), aspires to conduct business in a manner that is aligned with principles of the UN Sustainable Development Goals and purposefully considers community and sustainability impacts and initiatives on a local and global level.

For the Group, sustainability means seeking environmental, social, and economic outcomes that deliver fairness and equity within the present generation as well as between present and future generations. Fundamental to this belief is the recognition that a healthy economy is underpinned by a healthy environment and respect for all life on earth.

This Sustainability Policy (**Policy**) outlines the standards that govern the activities of the Group.

2. Who does this Policy apply to?

This Policy applies to anyone who is employed by or works at the Group, including employees (whether permanent, fixed-term or temporary), contractors, consultants, secondees and directors wherever located (collectively referred to as **Employees**). Furthermore, these principles are considered to be a core value of the Group. The Group will seek to influence or else align with supply chain participants that demonstrate similar values.

3. Sustainability business framework

The Group's ambition is to continuously improve our sustainability performance by seeking out and considering ways to make a positive difference with our products, suppliers and communities without compromising on quality including to:

3.1. Implement and maintain ethical business practices and sound corporate governance.

3.2. Integrate sustainable development considerations within corporate decision-making.

- 3.3. Uphold fundamental human rights and respect cultures, customs, and values in dealings with employees and others who are affected by our activities.
 - 3.4. Implement ESG risk management strategies based on valid data and sound science.
 - 3.5. Seek continual improvement of our health and safety performance.
 - 3.6. Seek continual improvement of our environmental performance.
 - 3.7. Facilitate and encourage responsible product design, use, recycling, and disposal of our products.
 - 3.8. Contribute to the local communities in which we operate.
 - 3.9. Implement effective and transparent engagement, communication, and reporting arrangements with our stakeholders.
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4. Sustainability guidelines

The Group's Sustainability Policy principles will be achieved by:

- 4.1. Implementing and maintaining ethical and transparent business practices and sound systems of corporate governance.
- 4.2. Integrating our sustainability objectives into business planning and decision-making processes.
- 4.3. Implement robust processes in relation to recruiting, inducting, training, and guiding our people to meet the long-term goals of the Group.
- 4.4. Developing and implementing sound enterprise-wide risk management processes that are proactive in addressing risks to the environment or to the societies in which we operate.
- 4.5. Focus on driving improvements in safety, health, and environmental performance through robust management systems.
- 4.6. Understanding, respecting, and promoting fundamental human rights and well-being within our sphere of influence.
- 4.7. Building trusting relationships by engaging clearly, openly, and honestly with our host communities and other key stakeholders.
- 4.8. Make a positive impact on the communities in which we operate by investing in the community, supporting our Employees, and protecting the environment.



- 4.9. Working with our suppliers and customers to increase the environmental performance of their operations, products, services, and supply chain.
 - 4.10. Ensuring the responsible handling and transport of our products from our facilities to our customers.
 - 4.11. Complying with relevant environmental laws, regulations, and standards and to ensure that our activities do not compromise this commitment.
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5. Other matters

- 5.1. The Board, in conjunction with the Audit and Risk Management Committee, will review this Policy periodically.
- 5.2. The Group intends to issue a Sustainability Report annually to examine and reflect how the Group's environmental, social, and economic outcomes have contributed to its sustainability framework and guidelines during the relevant reporting period.
- 5.3. This Policy can only be amended with the approval of the Board. The Company Secretary will communicate any amendments as appropriate.
- 5.4. This Policy will be available on the Company's website. For questions about the operation of this Policy, please contact the Company Secretary.