

# Environmental Policy

January 2025

## Purpose & Scope

Enero Group Limited (**Company**) and its controlled entities (each a Group Company and together the **Group** or **We**) are committed to actively being environmentally aware and support programs that minimise negative impacts on the environment. The Group is committed not only to minimising its environmental footprint but also to setting a proactive example for our industry, promoting sustainable practices that are measurable, transparent, and impactful. The purpose of this Environmental Policy is to identify the Group's undertaking to reduce carbon emissions, air pollution and waste through ecologically sustainable business practices. The scope of this Environmental Policy applies to the Group.

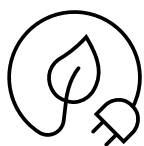
## Objectives

The object of this Environmental Policy is to adequately satisfy the below-mentioned.

- Minimise the release of greenhouse gases, including waste and water usage, conserving energy and other resources, and use recycled products.
- Drive cultural change throughout the Group in relation to integrating environmental considerations into daily activities.
- Demonstrate the commitment to ecological sustainability by taking action in reducing detrimental environmental impacts.
- Track our environmental impact through conducting climate-related risk assessments, in compliance with Australian Sustainability Reporting Standards.
- Consciously being aware of the Group's ecological impact when dealing with suppliers and contractors.
- Achieve efficiency gains and resulting financial savings by reducing the use of office-based resources such as paper and electricity.
- Ensuring the Company is an environmentally responsible neighbour in the communities it operates in.
- Encourage clients, where possible, to make positive environmental choices.
- Explore ways to continually improve environmental management systems and its performance by measuring and monitoring progress.

## Commitments

The Group endeavours to actively make a serious commitment to the environment through the implementation of the following commitments which are consistent with the overarching objectives of this policy. The Group is committed to complying, and where possible, exceeding the relevant Federal, State and Local environmental legislation and regulations to prevent pollution, reduce carbon emissions, and minimise health and safety risks. The Group seeks to understand the effects of its activities on the environment and to continually seek to improve its environmental performance.



### Sustainable Services

The Group is committed to promoting sustainability through the services we offer to our clients. From delivering PR and advertising services to supporting client events, industry seminars, or other engagements, we integrate sustainable practices in all aspects of planning and delivery. This includes using eco-friendly materials, minimising waste and offsetting travel-related emissions. We actively support initiatives at external events that align with our environmental values. We are dedicated to ensuring that all services we provide, whether internally or in collaboration with external partners, adhere to our sustainability standards, minimising environmental impact at every stage. By prioritising these practices, we contribute to a more sustainable future while delivering value to our clients.



### Recycling and Waste Management

The Group have implemented a comprehensive general waste and recycling management program which disposes of waste using environmentally friendly techniques. All employees are encouraged to dispose of waste in the appropriate and designated points, segregated by the type of waste in most offices. Our Sydney office takes additional steps by participating in upcycling initiatives, using sustainable hygiene products from Pixii in its bathrooms, and maintaining a dedicated internal waste management program. This program separates organic waste, general waste, and mixed recycling to ensure effective disposal. Committed to reducing landfill-bound waste, the Group aims to transition towards a zero-waste approach, reducing landfill-bound waste through increased recycling rates, composting, and upcycling programs. Waste is then collected and disposed of appropriately by specialist contractors.

### Energy Efficiency and Consumption

In order to reduce energy and power consumption, the Group engages in energy saving practices. Wherever feasible, the Group will transition to 100% renewable energy sources for all office locations. Some of our offices are located in energy efficient buildings coupled with eco-friendly lighting features to reduce consumption. Some of our offices are partly powered by renewable energy sources including our Sydney headquarters which holds over 300 employees. Our Sydney headquarters retains a 5-star NABERS energy and water rating, exclusively uses LED lighting, and is certified Carbon Neutral. Similarly, our San Francisco office holds a LEED Platinum certification. In Sydney, we've also implemented measures to reduce energy use, such as limiting office lighting hours and turning off power points for shared appliances overnight, especially on weekends when activity is minimal. Moving forward, we aim to achieve even higher levels of energy efficiency in new office developments and renovations. Furthermore, we encourage employees to turn off their electronic devices, when required in order to economically reduce power.





## Water Efficiency and Consumption

Our offices are fitted with appropriate water saving technology which helps reduce water waste. Some of the Group offices internationally have implemented technology which ecologically reduces the standard amount of waste of used during consumption. All employees are encouraged to actively conserve water.

## Employees & Clients



Our employees are encouraged to 'think' and 'act' in an environmentally sustainable manner. Our work force is trained and reminded to employ all-round environmentally friendly practices like being mindful of waste, transport emissions, to switching off electronic devices and recycling. Although we cannot control the decision of our clients, the Group are collectively mindful of the need to be socially and environmentally consciousness by engaging in ecologically sustainable business practices. Beyond the workplace, the Group will support employees in leading sustainable lifestyles through programs that encourage the use of sustainable transportation, energy conservation, and waste reduction at home.

## Procurement



When dealing with suppliers and vendors, the Group will make a full assessments of the needs of the business while balancing the supplier's commitment to environmentally friendly business practices. This includes considering the objectives contained in this policy. Importantly, the Group shall consider its ongoing commitment to environmental sustainability when procuring products or services.

## Transportation



The Group is committed to reducing carbon emissions and air pollution through multiple initiatives. Most of the Group's offices are located in accessible central locations, close to public transport. All employees are encouraged to either walk or catch public transport when reasonable. Furthermore, the Group is mindful in undertaking the decision to reduce corporate air-travel in instances where technology can assist. Additionally, our Sydney headquarters and some international offices, are equipped with end-of-service facilities ie. bike racks, car share services, onsite showers and change facilities. Significantly, use of these services prevent air pollution and carbon emissions.

## Environmental Programs



Where appropriate and reasonable, the Group has engaged in the supply of an indoor plant program. Where applicable, the 'green' program effectively reduces carbon dioxide levels and eliminates certain pollutants in our work environments such as benzene and nitrogen dioxide. Additionally, an indoor ecosystem has a profound effect on operational productivity and overall morale. Our Sydney headquarters participates in Earth Hour and various local recycling programs, aiming to reduce the waste associated with commonly used office products such as coffee cups through Simply Cups, and promotes Return and Earn for the recycling of bottles, cans and containers. We also support the disposal of hard-to-recycle materials with TerraCycle and e-waste recycling partners.

## Global Commitment

The Group acknowledges the importance of complying with environmental provisions contained in the U.N. Global Compact Principles, with respect to the prevention of environmental degradation, promotion of environmental responsibility and the encouragement of environmentally friendly technology. We also align our activities with the U.N. Sustainable Development Goals (SDGs), particularly those related to climate action,

sustainable cities, and responsible consumption and production. The Group is committed to fostering an organisational culture that not only meets legal and regulatory obligations but also strives to set new standards for environmental stewardship, ensuring we positively impact the planet and future generations.

**Compliance of the Environmental Policy**

General concerns or concerns relating to a breach of the Environmental Policy is to be reported directly to the Group General Counsel, or Chief Operating Officer, as appropriate.

**Role of the Board**

The board of directors of the Company (Board) is committed to ensuring operations of all the Group Companies recognise and seek to minimise environmental impacts. The Board ensures that environmental considerations are embedded in the Group’s governance structure and strategic decision-making, with regular reviews of environmental performance at board meetings.

From time to time, the Group may review and revise this environmental policy to ensure its compliance with legal obligations and current environmental sustainability practices. The Group shall make an ongoing commitment to advancing the objects of this Environmental Policy.

**Revision History**

Revision #	Date
1	January 2020
2	January 2025