

# Sustainability Policy

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**Clean TeQ Water Limited**

ABN 12 647 935 948

Version: 2.0

Operative Date: August 2023

## 1 Introduction

- 1.1. The purpose of the Sustainability Policy (the “**Policy**”) is to set out the principles guiding Clean TeQ Water Limited and the other reporting entities within the Group (collectively referred to as “**Clean TeQ Water**”, “**Company**”, “**we**”, “**us**” or “**our**”). in relation to meeting the Company’s environmental, social and governance responsibilities.
- 1.2. The Company recognises the importance of identifying, assessing and managing environmental and social risks as an integral part of our business philosophy. We have vision to provide innovative solutions to the world’s water needs.
- 1.3. We are committed to operating in accordance with all environmental and social laws, regulations, and giving further consideration to individual, collective and systemic practices in order to respond to the challenges posed by climate change to the environment.
- 1.4. We take our corporate responsibility seriously. We recognise we have a duty of care to operate in a responsible and sustainable way and we want to make a positive impact on the lives of our employees, customers and partners within our network and the wider society.

## 2 Purpose

- 2.1. The purpose of this Policy is to guide Clean TeQ Water in:
  - 2.1.1. responding to the challenges of climate change;
  - 2.1.2. integrating a philosophy of sustainability in our business operations and activities;
  - 2.1.3. embedding and promoting sound environmental practices in all our operations, services and products; and
  - 2.1.4. fostering responsible, sustainable and climate-conscious decisions and behaviours at an organisational level, including among management, staff, volunteers, [our members / the clients we serve / the people we work with], stakeholders and suppliers.
- 2.2. The Policy will better enable us to apply a sustainability lens to our activities and operations. It is our aim to consider, find and implement meaningful ways to minimise its impact on the environment and contribute to solutions that seek to limit climate change.

## 3 Our Approach

The Company committed to minimising our impact on the environment, fostering sustainability and seeking improved future outcomes by:

- 3.1. fostering an organisational culture of sustainability, where responsibility to the environment, climate, climate system and ecosystems is understood and put into practice;
- 3.2. applying a social justice lens when considering the impacts of climate change on different or vulnerable sectors of the community, our customer and our employees;
- 3.3. identifying, analysing, evaluating, prioritising and addressing the physical, transitional and liability risks associated with climate change and establishing Board level mandates for climate risk oversight, monitoring and reporting;
- 3.4. Design, construct and operate our projects to mitigate or remove environmental impacts, minimise our use of energy and natural resources, and remediate any environmental impact of our activities.
- 3.5. respect the conservation of biodiversity;

- 3.6. avoiding the use of products and services that contribute to climate change, whilst using products and services that are at a minimum climate-neutral or, as a preference, have positive impacts on the environment;
- 3.7. enhancing awareness within our Company and among our customers, stakeholders, suppliers and the wider community about our actions in seeking to operate in an environmentally responsible manner;
- 3.8. provide equal opportunity and create a diverse work environment in which everyone is treated fairly, with respect and can reach their potential.
- 3.9. build a strong and positive safety culture based on visible leadership, ongoing training and access to the right tools and equipment;
- 3.10. driving social change in the communities where we operate by employing local people and sourcing goods and services from local businesses.
- 3.11. Investing in training and developing our employees, so they can progress and enhance their career prospects whilst employed within the Company
- 3.12. Advocating equal opportunities and initiatives to promote a fairer society.

## 4 How will be adopt the approaches

The Company will use reasonable endeavours to ensure;

- 4.1. appropriate and relevant training is provided to our employees and appropriate time, funds or resources are allocated to ensure social and sustainability practices are embraced and embedded across all areas of the organisation;
- 4.2. the Board, Committees and senior management are appropriately inducted and trained in their responsibilities for climate risk oversight, monitoring and reporting; and cognisant of their ongoing responsibilities to identify, analyse, evaluate, prioritise and address risks associated with climate change;
- 4.3. conserve energy, including by improving energy efficiency, where possible;
- 4.4. our operations, projects, and services are efficient in their use of energy and protective of the environment;
- 4.5. endeavour to reuse and recycle materials, purchase recycled materials;
- 4.6. prevent air, water or other pollution and dispose of waste safely and responsibly;
- 4.7. consider any carbon-offsetting opportunities that may be available;
- 4.8. Utilise its particular knowledge and experience to contribute to environmentally sustainable techniques and technology to the world's water needs;
- 4.9. contribute to the maintenance and increase of biodiversity through our innovative solutions;
- 4.10. meet or exceed all applicable regulatory requirements in the areas we work;
- 4.11. Employees and suppliers are informed of and expected to adhere to the Policy and to report any environmental concerns to management;

### 5 Roles and Responsibilities

- 5.1. The Board has ultimate responsibility for overseeing the Company's Sustainability Policy.
- 5.2. It is the responsibility of the CEO and other senior management team to ensure the implementation and ongoing observation of these approaches to the Policy.

### 6 Review and Amendments

- 6.1. This Policy will be reviewed by our Board on a periodic basis (at least one every 2 years) to ensure it remains effective and meets the best practice, industry standards and our needs.