

Sustainability Policy

1 Commitment and Vision

Hydroflux Epco Pty Ltd and our subsidiary group of companies understands our responsibility to protect the environment. We are committed to finding the right solutions for our clients, and to achieving industry-leading sustainability performance and outcomes across the Group. Our vision is to deliver the highest level of engineering and scientific acumen to the emerging issues of sustainability, climate adaptation and environmental protection with a specific focus on water and wastewater. Embracing sustainability to both lead our industry and assist our clients in managing and mitigating climate risk is a key part of who we are.

2 Approach and Principles

- Carbon emissions
- Water quality
- Energy efficiency
- Chemical sourcing
- Procurement practices
- Waste management

Following a robust assessment, we have identified key sustainability issues across the Group: These focus areas help to frame the Group's core sustainability principles:

- To ensure that Hydroflux Epco is working towards a more sustainable future for our staff, clients, and the wider community by reducing carbon emissions and addressing climate change.
- To assist our clients achieve their sustainability targets and continue to seek opportunities to contribute to the environmental, social, and economic sustainability of projects we are involved in.
- To remain at the forefront of research in the water industry with a particular focus on reducing emissions.
- Supporting our people and our clients in their understanding of the impacts of climate change, and the risks it presents on both a personal and business level as well as the opportunities within their grasp.

As of December 2021, the Hydroflux Group is certified carbon neutral, with a range of product certifications to be developed in 2022.

3 Sustainability Policy Objectives

Adherence to these principles will help ensure that the Hydroflux Group continues to:

- Comply with our ISO14001 Accredited Environmental Policy.
- Maintain our Climate Active carbon neutral certification.
- Comply with our ISO 45001 & AS/NZS 4801 Accredited Safety Policy
- Comply with our ISO 31000 Risk Management System
- Comply with our Modern Slavery Statement
- Provide a safe and respectful workplace
- Encourage a culture of continuous improvement
- Follow the principles of water stewardship to drive sustainable water management
- Conserve natural resources by reusing and recycling where possible
- Ensure the responsible use of energy throughout the organisation

The scope of these objectives is applicable to the entirety of the Hydroflux group, inclusive of its subsidiaries, employees, and contractors. All subsequent activities will heed the elements herein.



Authorised by Adrian Minshull
CEO Hydroflux Group - February 2022

| Document Control | | |
|--|-------------------------------------|--------------|
| Document Approval: This was reviewed and approved by the Hydroflux Group CEO February 2022 | | |
| Version: V3.00 | Next Formal Review: May 2022 | |
| Details of any amendments made prior to the next formal review | | |
| Version: | Details: | Date: |
| V1.00 | Original Issue | 15/12/2020 |
| V2.00 | Annual Review | 29/05/2021 |
| V3.00 | Revision | 7/02/2022 |