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## Environmental Policy

SFI Health Pty Ltd (Group)

February 2024

At SFI Health Pty Ltd (Group), we are committed to environmental sustainability and responsible operations. Our environmental policy sets the guidelines for achieving our aspirations and ensuring compliance with applicable environmental laws and regulations. We will:

1. **Environmental Commitment and Oversight:**
  - a. Continuously strive to minimize our environmental footprint and promote sustainability in all aspects of our operations.
  - b. Integrate environmental considerations into our decision-making processes and practices.
  - c. Set targets and objectives to reduce environmental impacts.
  - d. Foster a culture of environmental responsibility by providing training, awareness programs, and resources to our employees and stakeholders.
  - e. The highest decision-making body in respect of commitment to and oversight of implementation of this policy, is our Senior Executive Management Team (SET). The SET is responsible for approval, oversight and review of this policy.
  - f. Roles and responsibilities for implementing the various aspects of our environmental management policy, are allocated and managed by our Regional Executive Teams (RETs).
  - g. This policy applies to all our production operations and business facilities in Australia, Switzerland, UK, US, South Korea and South Africa.
  - h. This policy applies to all our products, distribution and logistics.
  - i. This policy applies to future new operations, mergers, acquisitions and/or periodic review and due diligence related to current activities.
2. **Compliance and Legal Obligations:**
  - a. Comply with all relevant environmental laws, regulations, and permits applicable to our operations.
  - b. Regularly monitor and review our compliance status to ensure ongoing adherence to environmental requirements.
  - c. Take proactive measures to address and rectify any non-compliance issues promptly.
3. **Pollution Prevention:**
  - a. Minimize the generation of waste, emissions, and other pollutants throughout our operations.

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- b. Promote the rational use of resources, energy efficiency, and the use of renewable sources.
- c. Implement pollution prevention measures in our manufacturing processes, handling and storage practices, and waste management systems.

**4. Biodiversity:**

- a. Understand and minimize our impact on biodiversity across our operations, products, and services.
- b. Comply with applicable laws, regulations, and international standards related to biodiversity conservation.
- c. Identify and assess the potential impacts of our activities on ecosystems, habitats, and species.
- d. Implement measures to prevent, mitigate, and restore any negative impacts on biodiversity and ecosystem health.
- e. Promote the sustainable management of natural resources, including the conservation of biodiversity in our decision-making processes.

**5. Deforestation:**

- a. Develop and implement no-deforestation measures that applies to all company activities, supply chains, and sourcing practices.
- b. Conduct risk assessments to identify high-risk regions or commodities associated with deforestation.
- c. Establish measures to achieve a deforestation-free supply chain.

**6. Risk Management:**


- a. Identify and assess environmental risks and impacts associated with our activities, products, and services.
- b. Develop and implement risk management strategies to mitigate and manage identified environmental risks.
- c. Regularly review and update risk assessments to adapt to changing circumstances and emerging environmental concerns.

**7. Continuous Improvement:**

- a. Set environmental objectives and targets to drive continuous improvement in our environmental performance.
- b. Monitor and measure our progress towards achieving environmental targets.
- c. Implement regular assessments and audits to ensure the effectiveness of our environmental management system and identify opportunities for improvement.

**8. Stakeholder Engagement:**

- a. Collaborate with our employees, customers, suppliers, regulatory authorities, and communities to address environmental challenges collectively.

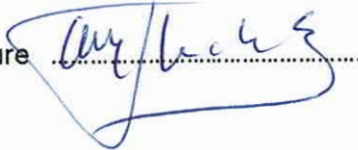
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- b. Collaborate with other key business partners (e.g. non-managed operations, joint venture partners, licensees, outsourcing partners, etc.) to address environmental challenges collectively and deliver on improvement strategies.
- c. Train our employees to understand the impacts of their work activities on the environment.
- d. Promote open and transparent communication regarding our environmental performance and initiatives.
- e. Encourage the participation and involvement of stakeholders to enhance our environmental management efforts.

This environmental policy reflects our commitment to sustainable practices and environmental stewardship. We will regularly review and update this policy to ensure its effectiveness and alignment with our corporate objectives and emerging environmental issues. This policy must be read with our procedure '*EMS\_2\_Environmental Analysis*' as well as the '*EMS\_3\_Environmental Sustainability Plan*' to ensure the effective implementation of SFI Health Pty Ltd (Group)'s environmental practices and standards.

SFI Group CEO : Dr. Robert Hendriks

Signature .....



Date 30th April 2024