

# CLIMATE POLICY

## UP FOR THE CHALLENGE OF TRANSFORMING LIVES

### OUR COMMITMENT

We recognise that what we do today has an impact on future generations. In line with our purpose to transform lives, we are committed to understanding and mitigating climate change impacts across all areas and activities of our business. To that end, we will develop a pathway to Net Zero emissions and implement carbon reduction initiatives that are aligned with the goals of the Paris Agreement and 1.5-degree global target, and at the same time meet the expectations of our employees, customers and the communities in which we operate.

### OUR APPROACH

John Holland's four values of caring, empowering, imaginative and future-focused underpin everything we do, including our approach to climate.

#### Caring



**We care deeply about what we do and how it affects the climate, now and for the future by:**

- Driving a strong culture across all our business operations and the industry at large to respect people and the climate
- Having a transparent risk management process that helps us to identify opportunities and improvements to adapt to and mitigate climate change
- Providing best practice training and education for our people to build awareness and capability to manage climate risk

#### Empowering



**We gain trust through action by:**

- Encouraging business and supply chain participation, collaboration, and research and development to reduce emissions and address climate change risk
- Empowering our people and partners to work together to reduce our climate change impacts
- Driving accountability by defining climate governance, ensuring everyone is responsible for contributing to reducing our carbon footprint
- Reporting and disclosure in relation to climate

#### Imaginative



**We push the boundaries by:**

- Prioritising innovative decision making across the business to address climate change risk
- Exploring and embedding new and emerging leading practice technologies to transform to a low emission business and industry
- Focusing on continual learning and improvement by reviewing carbon emissions performance, capturing and sharing lessons learnt and celebrating successes

#### Future-focused



**We're in it for the long, long term by:**

- Establishing and maintaining an effective management system and net-zero pathway using the latest climate science
- Meeting customer, legislative and other mandatory climate requirements
- Leaving a positive legacy for communities and environments in which we work and operate, that safeguards our climate for future generations

**Glenn Palin**  
Chief Executive  
Officer

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