

onQ Digital Group Pty Ltd

ESG (Environmental, Social, and Governance) Policy

AT ONQ, OUR COMMITMENT TO ESG PRINCIPLES IS A CORNERSTONE OF OUR OPERATIONS

We are dedicated to minimizing our environmental impact through sustainable practices in areas such as energy consumption, waste management, and recycling. Our focus on social responsibility includes promoting equality, fair labour practices, and community engagement. We uphold the highest standards of corporate governance, emphasizing transparency, accountability, and ethical business practices. We recognize that our success is closely tied to our positive influence on society and the environment.

At onQ, we understand the critical importance of environmental stewardship and are committed to conducting our operations responsibly and with community awareness. Our goal is to take all practicable steps to meet, surpass, or establish necessary environmental and heritage protection standards and objectives.

Our activities will adhere to relevant environmental and heritage protection laws. We pledge to foster positive relationships with all regulatory bodies and to continuously enhance our environmental performance by implementing the following measures:

- Identifying and understanding the environmental impacts of our operations.
- Modifying our practices, where necessary, to minimize negative environmental effects.
- Ensuring that all employees are informed about their environmental responsibilities.
- Measuring our performance against established objectives and targets.
- Using eco-friendly products and practicing sustainable resource management through reducing, reusing, and recycling wherever possible.
- Minimizing risks to the public and our employees from our operations.
- Recognizing and avoiding disturbance to areas and artifacts of cultural significance, including Aboriginal heritage sites.
- Reporting and isolating findings of culturally significant artifacts to the relevant authorities.
- Continuously improving our management systems and practices to effectively manage our environmental impact.

All employees are expected to ensure that daily operations comply with the required environmental standards and that any environmental impact is minimized through practical measures. This policy is communicated to all employees, suppliers, and subcontractors and is made available to the public.

For a detailed understanding of our efforts in each area, please refer to our expanded policies.



APPLICATION OF THIS POLICY

We seek the cooperation of all employees, visitors, and other individuals. We welcome suggestions for achieving our health and safety goals and creating a safe work environment with zero accidents. This policy applies to all business operations and functions, including off-site work.

Policy authorized by: **Date: 01/07/2025**

Myles Quinn

Myles Quinn - CEO – onQ Digital Group Pty Ltd

REVIEW OF POLICY

This document will be reviewed as necessary to ensure continued compliance with the evolving circumstances of onQ Digital Group Pty Ltd

Developed: **23rd September 2018**

Reviewed: **01 July 2025**