

Environmental, Social and Governance (ESG) Policy

Version: 1.1

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Approved By: Neale Scott

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1. Purpose

Bellandaine is committed to conducting business in a responsible, ethical and sustainable manner. This Environmental, Social and Governance (ESG) Policy outlines our approach to managing environmental impact, supporting our people and communities, and maintaining strong governance practices.

This policy brings together our existing commitments across workplace safety, ethical conduct, data protection and modern slavery, and provides a clear framework for how we operate as a business.

2. Scope

This policy applies to all Bellandaine employees, directors, contractors and any third-party suppliers engaged by the business.

3. Environmental (E)

Bellandaine recognises the importance of minimising environmental impact in the course of our operations.

Our approach includes:

- Occupying energy efficient workplaces and promoting the efficient use of energy and resources within our workplaces
- Minimising waste, including reducing paper usage through digital documentation, and maximising recycling
- Encouraging responsible travel practices where practical including car pooling and using flights for essential travel only

- Considering environmental and ethical factors in supplier and procurement decisions, including a preference for reputable suppliers with sustainable business practices where practical
- Supporting environmentally conscious decision-making in the advice we provide to clients, where relevant to our services

Given the nature of our consultancy operations, we adopt a practical and proportionate approach to environmental management.

4. Social (S)

Bellandaine is committed to fostering a safe, respectful and inclusive working environment and to operating ethically in all interactions.

This includes:

- Providing a safe workplace in line with our Workplace Health and Safety (OHS) Policy
- Promoting a workplace free from discrimination, harassment and bullying
- Supporting diversity and inclusion and promoting equal opportunity in the workplace
- Treating employees, clients and stakeholders with respect and professionalism
- Protecting client and business information in accordance with our Privacy and Confidentiality and IT policies
- Upholding ethical labour practices and maintaining a zero-tolerance approach to modern slavery, as outlined in our Modern Slavery Policy

5. Governance (G)

Strong governance underpins all Bellandaine operations.

We are committed to:

- Acting with integrity, transparency and accountability in all business activities
- Maintaining clear roles and responsibilities for decision-making
- Complying with all applicable laws and regulations in Australia and New Zealand
- Managing risks appropriately and in line with the size and nature of the business
- Protecting confidential and sensitive information
- Avoiding, disclosing and appropriately managing conflicts of interest
- Complying with applicable anti-bribery and corruption laws

6. Supplier Expectations

Bellandaine seeks to engage suppliers and partners who share our commitment to ethical and responsible business practices.

We expect suppliers to:

- Comply with all applicable laws and regulations
- Operate in a manner consistent with our Modern Slavery Policy
- Demonstrate fair and lawful labour practices

Supplier selection is undertaken with consideration of reputation, reliability and alignment with our values.

7. Implementation

ESG considerations are embedded into Bellandaine's day-to-day operations and decision-making processes.

Directors are responsible for oversight of this policy, with all employees and contractors expected to act in accordance with its principles.

10. Review

This policy will be reviewed annually to ensure it remains appropriate to the size, nature and risk profile of the business.