

# ENVIRONMENTAL SUSTAINABILITY POLICY

Data#3

## Purpose

Data#3's core purpose is to enable our customers' success and Data#3's vision is to harness the power of people and technology for a better future.

Our strategy is to enable our customers' digital transformation by creatively evolving our solutions capability.

Data#3 recognises that we have a wider corporate social responsibility with respect to the environment which involves understanding our responsibility toward environmental protection and sustainability, and having programs that demonstrate understanding and enable our people and stakeholders to minimise the environmental impact of our operations.

## Scope

This Environmental Sustainability Policy covers all activities and services of Data#3's operations within Australia and our overseas offices and services. The Policy has been developed with consideration to applicable legislation, Australian and international standards, our services and work activities, and Data#3's vision and core values.

## Commitment

We fulfil our commitments for environmental sustainability by:

- Maintaining an Environmental Management System aligned to ISO 14001:2015 Environmental Management Systems, applicable environmental protection legislation, codes, and industry standards
- Aligning and maintaining our Environmental Sustainability Policy and our commitment with the context of the organisation, our core values, strategic, operational and performance planning framework, and complying with environmental protection legislation and obligations relevant to the organisation
- Setting objectives and targets for environmental performance and providing resources needed to meet performance objectives
- Complying with applicable Federal, State and Local environmental legislation, regulations, policies, initiatives and other requirements which relate to the environmental aspects of Data#3's undertakings
- Protecting the environment, including prevention of pollution, minimizing our environmental impact, promoting sustainable work practices, and minimizing the consumption of natural resources across all activities of the business
- Developing and providing products and services that encourage and facilitate sound environmental strategies and practices.
- Establishing and maintaining partnerships with vendors and suppliers who have clearly demonstrated a commitment to environmental sustainability.
- Providing resources to achieve performance objectives, promoting environmental risk management, and nurturing a responsible culture in Data#3.
- Continual improvement through setting and assessing environmental objectives and the ongoing management of our business operations and activities in accordance with our Environmental Management System and processes.

We believe that this Policy is appropriate to the nature, scale and environmental impacts of Data#3's activities, products and services.

The Policy integrates a philosophy of sustainable development into all our business activities and establishes and promotes responsible environmental practices throughout our operations. Every person working in or for Data#3 is responsible for taking appropriate steps to ensure environmentally sustainable work practices.

Laurence Baynham



Chief Executive Officer and Managing Director, Data#3 Limited