

Aussie Broadband Environmental Policy

Version 1.0



**Aussie
Broadband**

THE ACTUAL AUSSIE WAY

Document Control

Version 1.0
Owner Libby Hay (General Manager Corporate and Regulatory Affairs)
Sponsor Jane Betts (Chief People & Reputation Officer)

Last Updated by Community Impact Team

Next Review Date
01/07/2025 or upon material change.

Previous Versions

Version	Changes	Date Approved
1.0	Document Creation	08/05/25

Approval and review of this policy are supported and formalised through the CAMMS platform, ensuring transparent and auditable records.

Content

1	Purpose	3
2	Application of Policy.....	3
3	Scope.....	4
4	Definitions	4
5	Roles and Responsibilities	5
6	Related Document	6
7	Enforcement.....	6
8	Contact Information	6

1 Purpose

This policy establishes our commitment to developing and maintaining a responsible and sustainable operation. This policy outlines the components, expectations and requirements to ensure Aussie Broadband, and its stakeholders take stewardship to integrate environmentally sustainable practices.

2 Application of Policy

This Aussie Broadband is committed to reducing our absolute carbon emissions and integrating renewable energy to our operations. We will achieve this by:

- Reducing energy consumption through audits and investments in improving the energy efficiency of our networks and operations
- Working with our suppliers to advance in evidence-based, science-based, fit-for-purpose actions to reduce carbon emission and climate impact
- Actively seeking opportunities and embedding sustainability considerations across our business functions

We are committed to operating responsibly and to reduce our environmental impacts from our operations. This is achieved by:

- Setting, monitoring, and communicating our environmental objectives to conserve natural resource and minimise biodiversity impact
- Complying with applicable regulations and standards
- Cooperating and developing liaisons with the community, suppliers and contractors, government agencies and other organizations engaged in improving the environment

We are dedicated to utilising resources responsibly and efficiently. We will achieve this by:

- Monitoring our waste generation from our resource streams and embed circular economy principles to optimise resources' value throughout the lifecycle and consider opportunities to divert waste from landfill
- Integrating and improving sustainable packaging practices to ensure our packaging materials are completely recyclable and/or contain recycled contents
- Integrating audits and processes to improve and conserve the use of natural resources

We are dedicated to safeguarding our operations and people against potential impacts from climate change. We are committed to improve the communities' resiliency against climate change through our technical expertise and service. We will achieve this by:

- Building and improving our infrastructure to be resilient to climate change
- Developing mitigation solutions to reduce service disruption as a result of severe weather conditions

Aussie Broadband expects our employees, suppliers, and relevant stakeholders to:

- Understand and abide by all applicable environmental policies, standards, procedures, and laws
- Obtain all required environmental permits, licenses, approvals prior to commencing or conducting work
- Identify and implement opportunities to protect or reduce impact on the environment from products and services such as integration of sustainable packaging, circular economy, renewable energy, and sustainable procurement principles.
- Engage with relevant stakeholders to address environmental impacts to our operation

3 Scope

This policy applies to Aussie Broadband Group's employees, contractors, controlled entities, and any entity informed to be required to comply with this policy.

4 Definitions

Terms and definitions applied in this policy are as follows;

Term	Definition
Aussie Broadband	Aussie Broadband, Aussie, or ABB refers to Aussie Broadband Group
Waste	Refers to waste generated from business operation. This includes general, co-mingled, food-and-organic, and electronic wastes.

Employee	Refers to employees as part of Aussie Broadband (Excludes Symbio Holdings), this includes full time, part time, casual, roster-based employees, as well as contractors and any entities that have been informed of obligations to abide by this policy.
----------	---

5 Roles and Responsibilities

Role	Responsibilities
Employees and Contractors	<ul style="list-style-type: none"> Identify, report, and rectify issues that contribute to adverse environmental impacts Complete mandatory trainings in relation to environmental requirements Conduct work in compliance with requirements from applicable environmental legislation and regulation
Suppliers	<ul style="list-style-type: none"> Conduct work in compliance with requirements from applicable environmental legislation and regulation Provide response to Sustainability Profile Assessment document Report any breaches of environmental regulation to Aussie Broadband as soon as notified by authorities
Board	<ul style="list-style-type: none"> The environmental responsibilities of Board are available via our official website
Risk and Compliance team	<ul style="list-style-type: none"> Monitor environmental compliance status and performance Monitor rectification progress of relevant stakeholders for any breach of Environmental Policy
Community Impact team	<ul style="list-style-type: none"> Monitor and facilitate the improvement on efficiency of environment management process
Facilities team	<ul style="list-style-type: none"> Actively work with relevant departments to execute, monitor environmental management process in Aussie Broadband's facilities Respond to and, where possible, rectify reported environmental pollution incidents and concerns

6 Related Document

- Code of Conduct
- Sustainability Profile Assessment

7 Enforcement

Users must comply with the requirements of this policy. Any breach of this policy may result in disciplinary action which may include termination of employment (or, for Persons other than employees, the termination or non-renewal of contractual arrangements).

Other disciplinary action that may be taken includes but is not limited to, issuing a warning, suspension or disconnection of access to all or part of Aussie Broadband's computer network, whether permanently or temporarily.

8 Contact Information

For more information or clarification regarding this policy, please contact the People Services team.

Document Version Control

First Issued:	February 2025
Last Reviewed:	February 2025



**Aussie
Broadband**

THE ACTUAL AUSSIE WAY