



SUSTAINABILITY REPORT

FY2024



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MESSAGE FROM OUR CEO

Enviropacific is an environmental remediation company. Our focus is not only on correcting past environmental damage, but also on developing and providing technologies that help prevent future damage. As such, we see ourselves on the frontline of the business sector's contribution to sustainable development.

I take pride in being able to release this public Sustainability Report. It presents the aspects of sustainability that are of greatest importance and provides data, where available, on our past performance. Importantly, it establishes our commitment to continuous improvement and to open and transparent reporting on our efforts to build sustainability in everything we do.

We aspire to grow and to become the leading environmental remediation technology and service provider in Australia.

To achieve this, we acknowledge that we need to become not only the supplier of choice but also the employer of choice. We have established our sustainability objectives with these needs in focus. Our objectives recognise what is important to our

clients and potential clients and external stakeholders. They also recognise our need to deliver to our employees what is important to them.

We understand that achieving year-on-year improvement in our sustainability metrics will present some challenges. We are committed to sharing our successes and failures along the way. That is the essence of transparency.

I have confidence in our people and our organisation's ability to achieve goals and objectives. I look forward to reporting again on FY25 and our successes in progressing through our sustainability journey.

David Tucker
Chief Executive Officer (CEO)



OUR SUSTAINABILITY FRAMEWORK

Our sustainability framework serves as the foundation for our sustainability strategy. Over the past 12 months, we have taken the time to identify and evaluate the environmental, social, and governance (ESG) factors that are most relevant to us and our stakeholders.

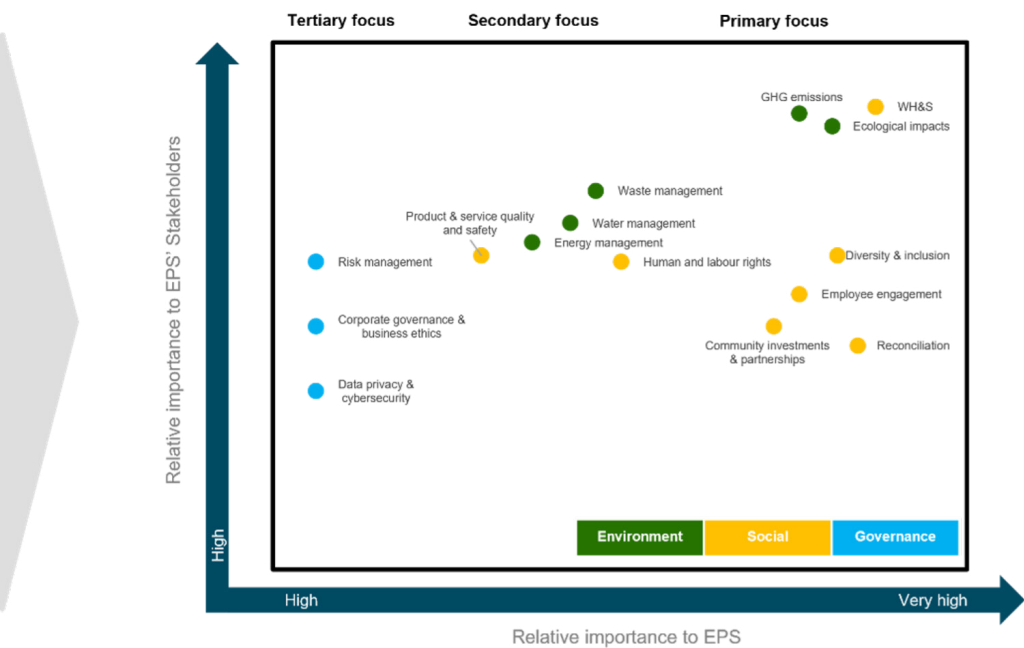
In 2023, we conducted our first formal materiality assessment to better understand the expectations of both our internal and external stakeholders, as well as our impacts, risks, and business opportunities. This assessment provided focus and informed our sustainability strategy, activities, and resource allocation.

Based on the ESG priorities of Enviropacific and its stakeholders, we mapped ESG topics against a materiality matrix. We compiled a long list of ESG topics by analysing trends in the industrial and environmental services industry and reviewing ESG topics disclosed by our peers. We assessed the importance of these topics to Enviropacific stakeholders based on:

- Global sustainability and industry frameworks
- Peer benchmarking
- ESG priorities identified by our investors.

We also evaluated the significance of ESG topics to Enviropacific based on:

- Our overarching business strategy
- Our sustainability statement
- Discussions with our leadership team.

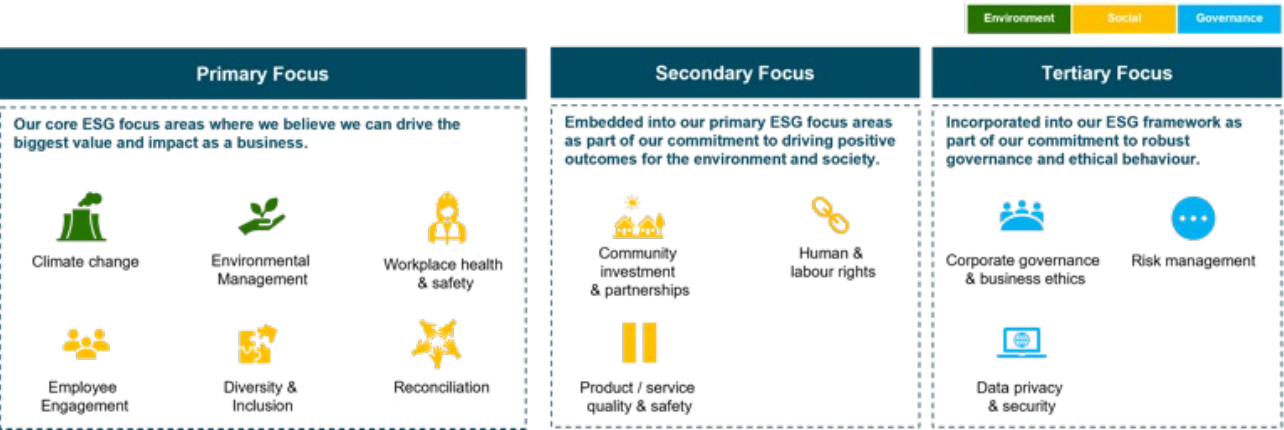


Picture: Materiality Matrix

Our materiality assessment process considered how various factors may impact our ability to create value for our stakeholders and their potential effects on our future success. These topics shape our sustainability strategy, help us identify key program priorities and enhancements, and guide our sustainability reporting and disclosures.

The materiality matrix is a crucial tool for recognising the sustainability topics most relevant to Enviropacific. It serves as a roadmap for further program improvements and is essential for assessing the effective management of our sustainability strategy.

As Enviropacific continues to grow and evolve, we are committed to regularly reviewing the outcomes of this materiality assessment and adjusting our sustainability strategy as necessary. We further refined ESG topics to identify key focus areas known as “Material Matters,” which align with Enviropacific sustainability priorities.



OUR ENVIRONMENTAL PERFORMANCE

At Enviropacific, our core mission is to help clients address their most pressing environmental challenges by remediating land and water and recovering resources, driving meaningful change for a more sustainable future.

Our approach directly supports the United Nations Sustainable Development Goals (SDGs) by ensuring responsible resource management and environmental stewardship.

KEY INITIATIVES AND SDG ALIGNMENT:

1. Environmental Stewardship:

Enviropacific is dedicated to minimising the environmental impacts of our operations, including reducing water use, managing waste, and cutting greenhouse gas emissions. These efforts align with:

- SDG 6:** Clean Water and Sanitation, by protecting water resources and reducing water pollution through our remediation efforts.
- SDG 12:** Responsible Consumption and Production, by promoting sustainable resource use and waste management strategies.
- SDG 13:** Climate Action, by reducing our carbon footprint and committing to lower greenhouse gas emissions.

2. Commitment to Net Zero:

We have set 2024 as our baseline reporting year for energy consumption and GHG emissions, with plans to assess 2023 data and finalise our baselines by 2025 retroactively. Once this process is complete, we will establish near-term targets, and a net-zero goal that includes Scope 1, Scope 2, and Scope 3 emissions. This commitment to decarbonisation supports:

- SDG 7:** Affordable and Clean Energy, through exploring and procuring renewable energy sources.
- SDG 9:** Industry, Innovation, and Infrastructure, by leveraging innovative technologies to enhance energy efficiency and reduce emissions in our operations.

3. Decarbonisation Strategies:

As part of our journey toward net zero, we are exploring various decarbonisation strategies, including the electrification of our fleet, adopting renewable energy, and investigating cutting-edge technologies to reduce emissions further. These efforts directly support:

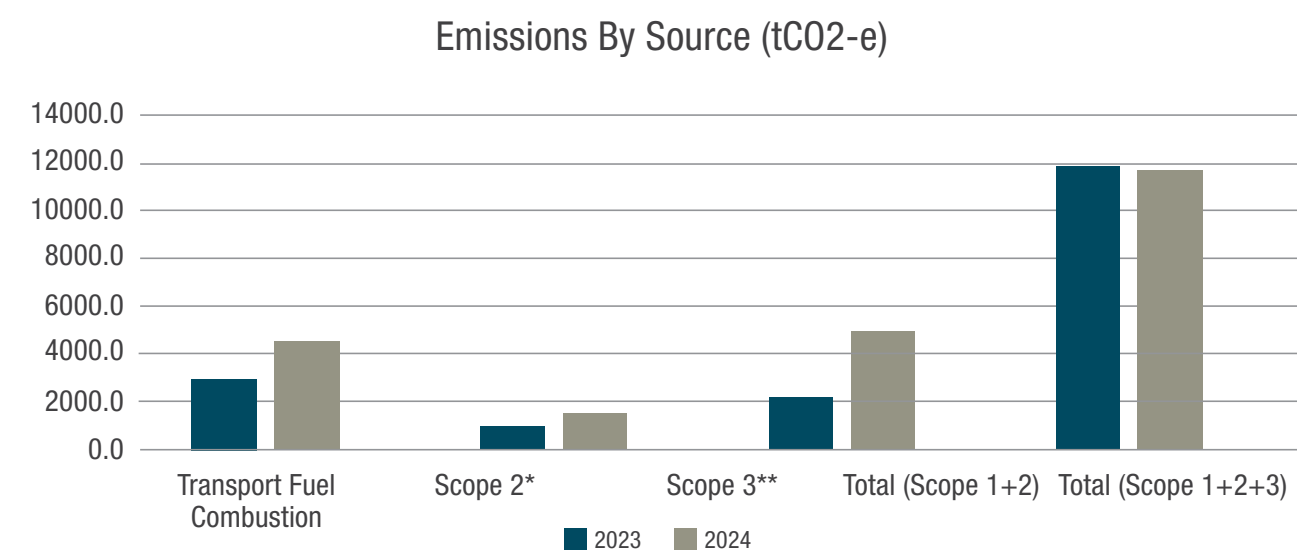
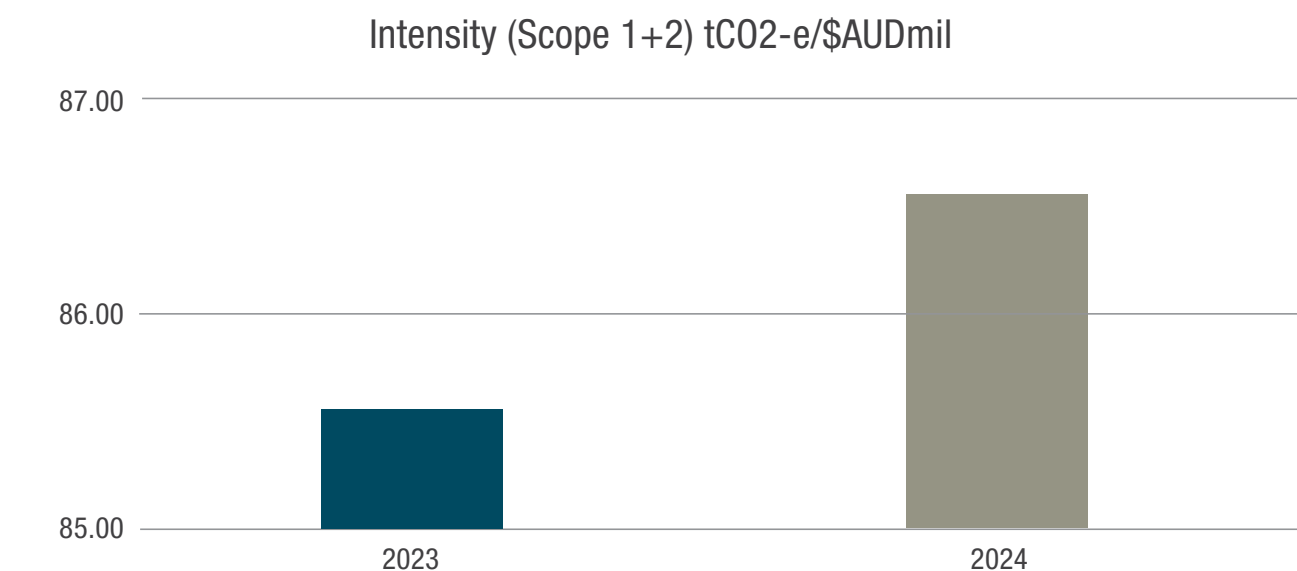
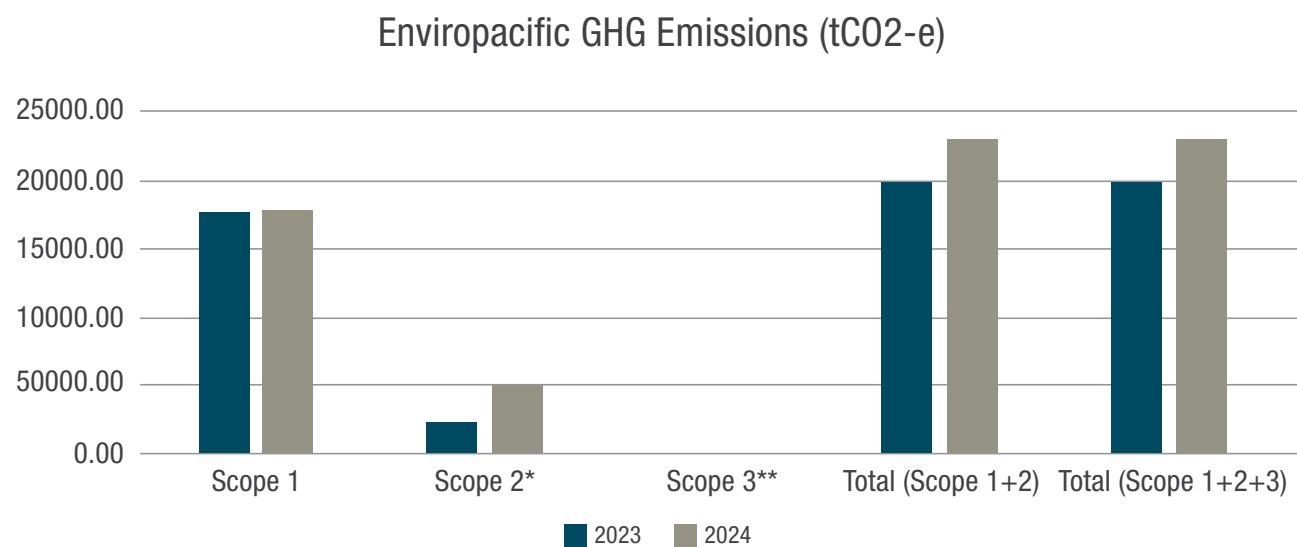
- SDG 11:** Sustainable Cities and Communities, by contributing to cleaner air and reduced emissions in urban areas through fleet electrification and sustainable practices.
- SDG 15:** Life on Land, by reducing our impact on ecosystems and promoting land restoration through our environmental remediation projects.

By embedding the SDGs into our sustainability strategy, Enviropacific ensures that our actions contribute to global efforts to protect the environment, promote responsible resource use, and support the transition to a low-carbon economy. Together, we aim to create a more resilient and sustainable future for both our clients and the planet.

Table 1. Total GHG Emissions

GHG Emissions	Unit	2023	2024
Scope 1	tCO2-e	17579.34	17842.00
Scope 2*	tCO2-e	2186.02	5009.00
Scope 3**	tCO2-e	Not Calculated	Not Calculated
Total (Scope 1+2)	tCO2-e	19765.36	22851.00
Total (Scope 1+2+3)	tCO2-e	19765.36	22851.00





Over the past 12 months, Enviropacific has made significant progress in advancing our environmental targets and contributing to our focus on protecting the environment. These efforts align with our sustainability commitments and the United Nations Sustainable Development Goals (SDGs).

Key Actions and Achievements

1. GHG Inventory Management and Emissions Reduction

- Reviewed options for GHG inventory management in current systems to support future inventory reporting (SDG 13: Climate Action).
- Commenced development of a fleet reduction strategy to lower emissions (SDG 7: Affordable and Clean Energy).
- Calculated Scope 1 and Scope 2 emissions in accordance with the NGER protocol to track and reduce our carbon footprint (SDG 9: Industry, Innovation, and Infrastructure).

2. Energy Efficiency and Waste Heat Recovery

- Developed a business case for implementing a heat exchanger to capture and reuse waste heat, reducing energy consumption and waste (SDG 12: Responsible Consumption and Production).

3. Supplier and Scope 3 Management

- Implemented supplier management software to enable Scope 3 auditing capabilities, enhancing visibility of supply chain emissions (SDG 17: Partnerships for the Goals).

4. Climate Risk and Environmental Tracking

- Added heat stress and climate-related issues, such as extreme weather, to our risk project assessments, supporting resilience in operations (SDG 11: Sustainable Cities and Communities).
- Introduced processes to track volumes of water and soil treated, emphasising sustainable resource management (SDG 6: Clean Water and Sanitation).

5. Pollution Control and Monitoring

- Monitored Total Toxic Release Inventory (TRI) releases as a percentage released to water under NPI for SOLVE, promoting transparency and reduction of pollution (SDG 14: Life Below Water).

6. Innovative Research and Resource Recovery

- Invested in research through the CRC-P project, collaborating with the University of New South Wales to explore the reuse of contaminated fine material, reducing waste sent to landfill (SDG 15: Life on Land).

OUR SOCIAL PERFORMANCE



OUR TEAM

At Enviropacific, we believe our greatest strength lies in our dedicated and passionate employees. Their commitment to innovation, exceptional service, and environmental stewardship enables us to deliver outstanding outcomes for our clients and communities.

Fostering a Supportive and Inclusive Workplace

We are committed to cultivating a workplace where respect, trust, and a sense of belonging thrive. Our focus on diversity, equity, and inclusion ensures that every team member feels valued and empowered.

Investing in Our People

Our people-centric strategies are designed to support employees at every stage of their journey. These strategies encompass:

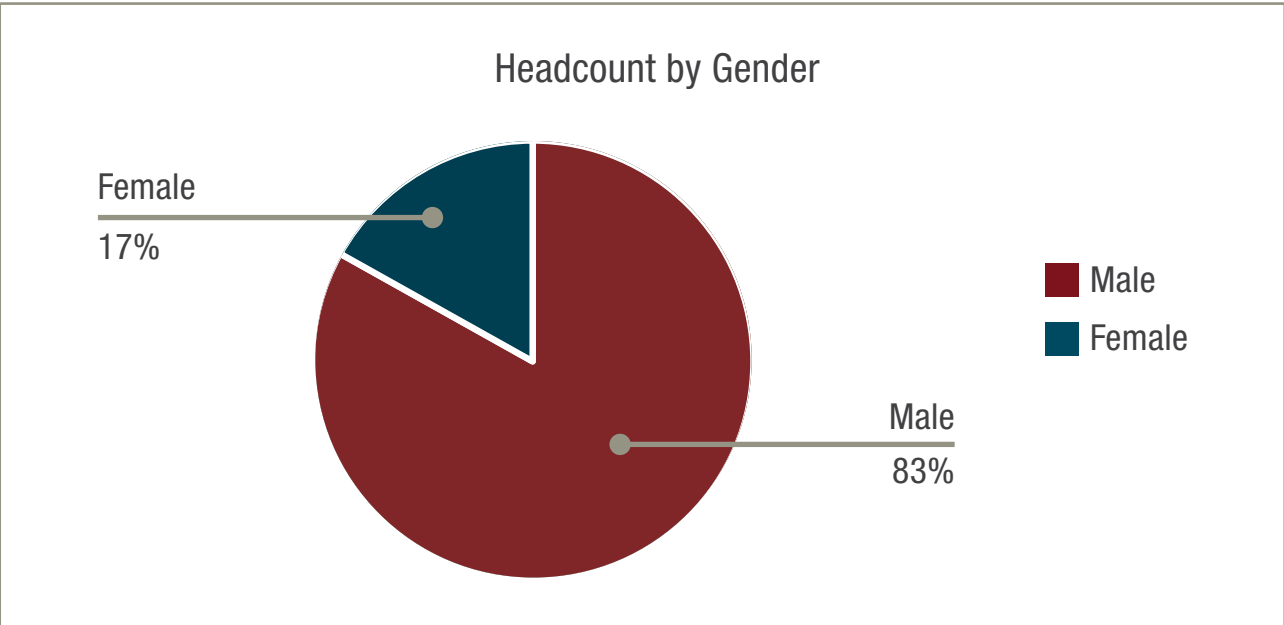
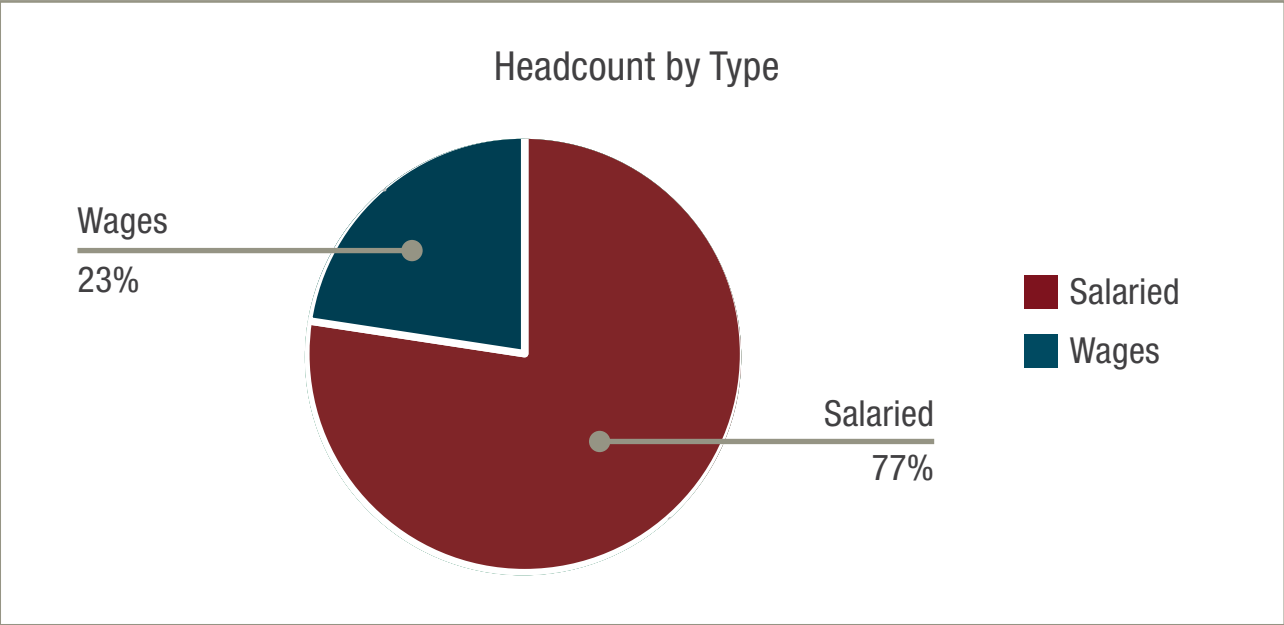
- **Recruitment:** Attracting top talent who share our values and passion for the environment. (SDG 8: Decent Work and Economic Growth – Providing quality jobs and fostering professional growth.)
- **Engagement and Development:** Offering meaningful opportunities for career growth, skill enhancement, and professional fulfillment. (SDG 4: Quality Education through training and development opportunities.)
- **Compensation and Benefits:** Providing competitive packages that reflect our appreciation for our team's contributions.
- **Safety:** Prioritising the health and well-being of our employees in all aspects of our operations. (SDG 3: Good Health and Well-being – Ensuring safe working conditions and supporting overall well-being.)
- **Communication:** Fostering open, transparent, and effective dialogue across all levels of the organization.

Building a Sustainable Workforce

Our Human Resources department, under the leadership of our Human Resources Manager, drives our strategy for creating a sustainable and resilient workforce. With 380 staff members—94% of whom are full-time—we are fully engaged across Australia, ready to meet the diverse needs of our clients.

Our Shared Vision

By supporting our employees and creating a workplace where they can thrive, we strengthen our ability to serve our clients, protect the environment, and contribute meaningfully to our communities. Together, we are building a future that reflects our values and commitment to excellence.



EMPLOYEE ENGAGEMENT

At Enviropacific, we prioritise employee engagement as a cornerstone of our success. We actively engage with our employees to ensure they have a comprehensive understanding of our business, stay informed about important updates, and feel connected to their colleagues and our shared goals.

2023 EMPLOYEE ENGAGEMENT SURVEY

In 2023, we conducted our annual employee engagement survey, achieving a very high participation rate. The results reflect the commitment of our workforce and provide valuable insights to strengthen our workplace culture.

SURVEY HIGHLIGHTS



TAKING ACTION ON FEEDBACK

The survey results have directly shaped initiatives to enhance engagement and connectivity:

- **Monthly Grapevine Town Halls:** Facilitated by the Senior Leadership Team (SLT), these sessions provide updates on company performance, projects, and initiatives.
- **Enhanced Social Event Calendar:** A focus on building community and connection through sponsored events, including:
 - **Clean Up Australia Day** – Supporting **SDG 13 (Climate Action)** and SDG 15 (Life on Land).
 - **NAIDOC Week and Reconciliation Week** – Promoting cultural awareness and inclusivity, aligned with SDG 10 (Reduced Inequalities).
 - **International Women’s Day** – Celebrating diversity and advancing SDG 5 (Gender Equality).
 - **R U OK Day and Safety Week** – Supporting employee mental and physical well-being, contributing to SDG 3 (Good Health and Well-being).

FOSTERING A CONNECTED AND ENGAGED WORKFORCE

By actively listening to our employees and acting on their feedback, we continue to cultivate a positive, inclusive, and supportive workplace culture. These efforts not only enhance employee satisfaction but also strengthen our ability to serve clients, innovate, and make a meaningful contribution to our communities and the environment.

Images: Clean Up Australia Day activities



Images: International Women s Day Celebrations



At Enviropacific, employee engagement begins with our commitment to a seamless and supportive onboarding experience. We understand that a positive start sets the foundation for long-term success and satisfaction.

ONBOARDING FOR SUCCESS

Our corporate functions, including Human Resources (HR) and Information Technology (IT), play a critical role in engaging with new employees and leaders throughout the onboarding process. This ensures that every team member is equipped with the tools, resources, and support needed to thrive in their role.

To continuously improve this experience, we:

- Conduct mid-probation surveys to gather valuable feedback on the onboarding process.
- Use this feedback to identify enhancements, ensuring a smooth transition and alignment with employees' expectations and needs.

ENHANCING HR SYSTEMS IN 2025

In 2025, we are taking a significant step toward streamlining our employee experience by integrating our HR systems into a single platform. This system will serve as a one-stop shop for all employee requirements, delivering:

- Improved accessibility to HR and payroll services.
- Enhanced workflows for HR actions, making processes more efficient and user-friendly.
- A more connected and cohesive experience for employees at all stages of their journey.

THE FOUNDATION FOR ENGAGEMENT

Our focus on onboarding and system integration reflects our dedication to fostering an engaged, empowered, and well-supported workforce. These efforts not only enhance individual experiences but also strengthen our collective ability to collaborate, innovate, and achieve shared goals.



DIVERSITY AT ENVIROPACIFIC

At Enviropacific, we are unwavering in our commitment to creating a workplace that embraces diversity, equity, and inclusion (DEI). We believe that a diverse workforce is not only essential for fostering an environment of respect and collaboration, but also a key driver of innovation, creativity, engagement, and success.

CELEBRATING DIVERSITY

Throughout the year, we have actively celebrated and honoured our diversity by participating in and hosting cultural and awareness events. These celebrations provide a platform to recognize the richness of our diverse team and promote an inclusive environment where everyone feels valued.

- **Harmony Day:** This event highlighted the diverse cultural backgrounds of our employees, with over 20 nations represented at our NSW office. Employees shared traditional food, cultural stories, and experiences, enriching the workplace with new perspectives and fostering a sense of unity.
- **International Women’s Day:** A global celebration of gender equality and women’s achievements, reinforcing our commitment to SDG 5 (Gender Equality).

DRIVING INNOVATION THROUGH DIVERSITY

We believe that embracing different viewpoints, experiences, and backgrounds is essential for fostering creativity and innovation. A diverse workforce enables us to tackle complex challenges with fresh perspectives and improve decision-making, ultimately driving our business success.

BUILDING AN INCLUSIVE CULTURE

Our efforts to promote DEI are not limited to celebrations but are embedded in our daily operations, shaping a culture of mutual respect, trust, and collaboration. By ensuring everyone has a seat at the table and an opportunity to thrive, we are cultivating an environment where our employees feel supported and empowered to reach their full potential.



OUR GENDER EQUITY PERFORMANCE

At Enviropacific, we are committed to fostering an inclusive and equitable workplace that prioritizes gender equality and strives to close the gender pay gap. In 2024, we took a significant step forward by submitting our Gender Pay Information to the Workplace Gender Equality Agency (WGEA) for inclusion in Australia’s Gender Equity Scorecard. This publication allows for greater transparency and reflects our dedication to advancing gender equality within our workforce.

RECOGNISING THE GENDER PAY GAP

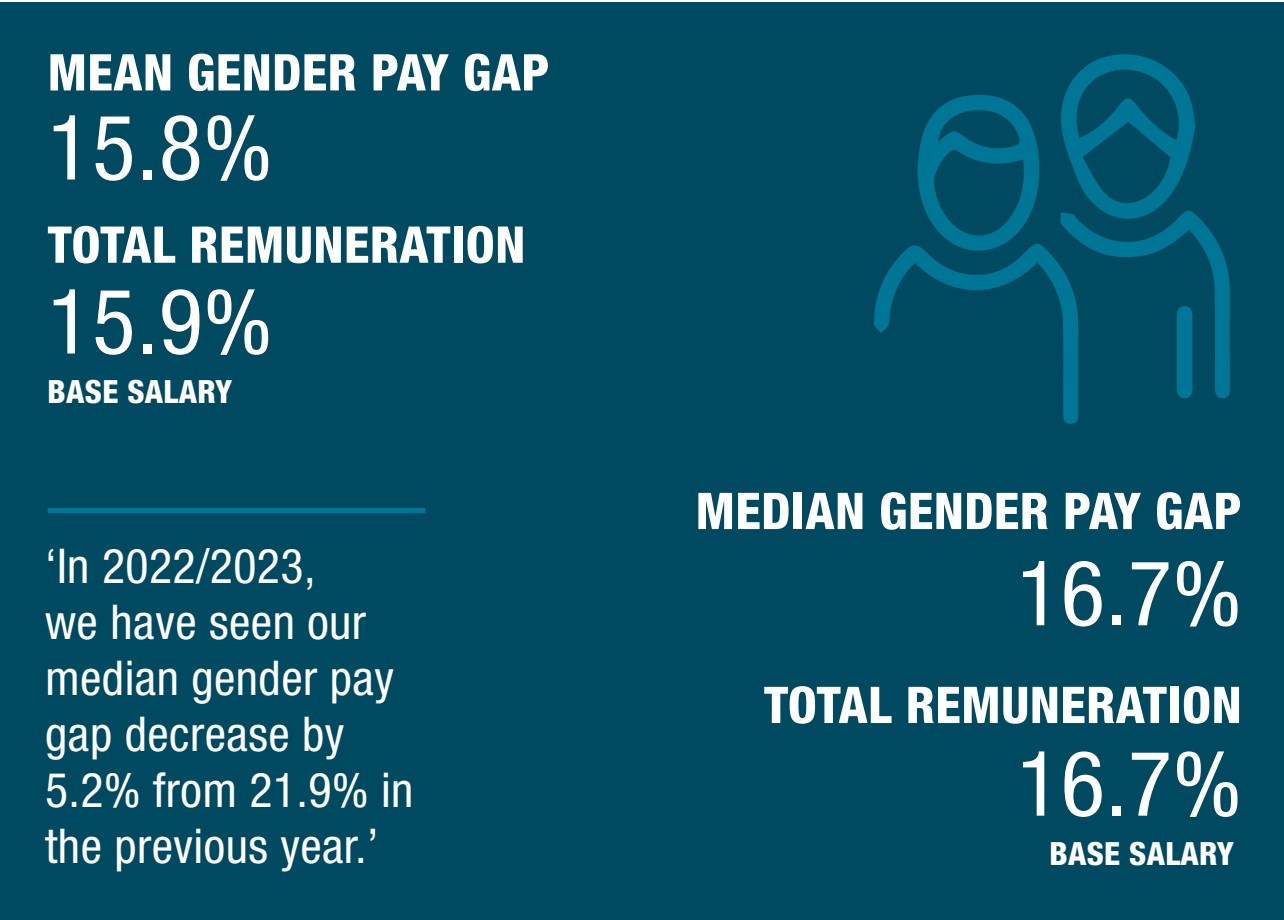
We acknowledge that our gender pay gap is influenced by several factors, many of which are common in the construction industry:

- **Higher representation of men** in technically skilled and site-based roles, which typically command higher salaries due to the nature of the work and allowances.
- **Underrepresentation of women** in senior management and higher-paying roles, contributing to the overall gender pay disparity.

While these industry trends reflect broader challenges, we are determined to address them. We recognise that a more gender-balanced workforce benefits both our organisation and the industry at large.

OUR COMMITMENT TO CHANGE

To create a more equitable and inclusive workforce, we are actively working to increase the representation of women in leadership positions, as well as in site-based and technical roles. We remain dedicated to hiring individuals who are the best fit for the role and our organisation while prioritizing gender diversity as part of our long-term goals.





2025 ACTION PLAN: MOVING FORWARD WITH PURPOSE

In 2025, we will launch a more robust gender equity action plan, built on the data collected throughout 2024. This plan will focus on four key principles that will guide our efforts to close the gender pay gap and create an inclusive workplace:

1. Educate and Empower Staff:

Equip employees with the knowledge and tools to contribute to a gender-inclusive workplace, fostering a culture of collaboration, understanding, and team effort across all levels.

2. Elevate Governance:

Strengthen corporate governance structures to support gender equity initiatives, encouraging creative thinking and developing policies that promote fairness and inclusivity.

3. Inspire, Engage, and Attract Staff:

Create a workplace culture aligned with our customer focus, inspiring employees to actively participate in gender equity initiatives and to lead by example. We aim to create an environment where everyone feels empowered to speak out against unwanted behaviours and support each other.

4. Promote Opportunities for Inclusion:

Ensure that all employees, regardless of gender, have equal access to opportunities for professional growth, development, and advancement, promoting a culture of team effort and collaboration.

DRIVING CHANGE FOR A MORE INCLUSIVE INDUSTRY

Through these initiatives, we are working to foster a more dynamic and successful construction industry—one where gender diversity is championed, and all employees have equal opportunities to succeed. Our commitment to gender equity is not just about addressing pay disparities, but about creating a workplace that reflects our values of respect, inclusion, and collaboration.

RECONCILIATION AND INCREASING FIRST NATIONS INDUSTRY PARTICIPATION

At Enviropacific, we deeply respect Aboriginal and Torres Strait Islander peoples as the first custodians of this land, with a profound and enduring connection to our country.

We are committed to deepening our understanding of their cultures, histories, and unique relationships with the land. This understanding is pivotal in guiding our efforts to create meaningful engagement and employment opportunities for First Nations communities, supporting their economic, personal, and professional development.

STRENGTHENING RELATIONSHIPS AND SUPPORTING RECONCILIATION

We acknowledge that reconciliation is an ongoing journey, one that requires both reflection and action. Enviropacific is dedicated to building stronger relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. This collaborative approach will benefit all, helping to close the equity gap that persists within First Nations communities.

In January 2024, we proudly received the endorsement of Reconciliation Australia for our first Reconciliation Action Plan (RAP). This endorsement is a significant milestone in our journey, presenting us with an opportunity to:

Build capacity within our teams to engage with and learn from First Nations peoples.

Engage in meaningful conversations and experiences that connect our employees with Indigenous cultures, histories, and contemporary issues.



RAP ARTWORK BY KYLIE HILL

Our Reconciliation Action Plan (RAP) is visually represented by a powerful piece of artwork created by Kylie Hill, a Kalkadoon and Waanyi woman. The artwork symbolises our commitment to the ongoing journey of reconciliation and is central to our RAP's focus on respectful engagement and cultural understanding.



OUR COMMITMENT IN ACTION

Over the past year, we have:

- Formalised a working group to guide and oversee our RAP initiatives.
- Participated in cultural awareness training across the organisation to increase understanding of key issues affecting First Nations peoples.
- Engaged in community events that celebrate and honour Indigenous cultures, further deepening our connection to the land and its original custodians.

LOOKING AHEAD: ENGAGEMENT AND AMBITION FOR 2025

By the end of 2024, we will complete the Reflect RAP phase, which will lay the foundation for even more ambitious targets in 2025. We are committed to continuing our journey not only in the rehabilitation of land and water but also in the reconciliation of country—honouring the deep connection between the land and its First Nations peoples.

OUR PATH FORWARD

We understand that true reconciliation is not only about addressing past injustices but also about building a future where First Nations peoples are respected, valued, and empowered in all aspects of society. We are dedicated to supporting this vision through meaningful actions, initiatives, and partnerships that help create a more equitable, inclusive, and reconciled Australia.



PROTECTING OUR HEALTH AND WELL-BEING OF OUR WORKFORCE

At Enviropacific, we consider protecting the health and well-being of our people to be both a legal and moral responsibility.

Our commitment to maintaining a safe and healthy work environment is reflected in the robust health, safety, environment, and quality (HSEQ) management system we operate. This system is certified against the requirements of ISO 45001 (Safety), ISO 14001 (Environment), and ISO 9001 (Quality), as well as the Office of the Federal Safety Commissioner’s Safety Scheme.

MEASURING OUR PERFORMANCE

We measure our health, safety, environment, and quality performance through our level of compliance with our HSEQ Management System and various performance metrics, including:

- **Total Recordable Injury Frequency Rate (TRIFR):** A key industry measure used to track workplace injuries and ensure that we are continuously improving the safety and well-being of our workforce.

GROWTH THROUGH QUALITY

We are committed to achieving a year-on-year increase in our compliance with the HSEQ Management System, which directly enhances the quality of service we deliver to our clients. In 2024, we introduced two new quality roles to support the improvement of our quality management systems and quality assurance processes through regular audits. This initiative, led by our HSEQ Manager, included:

- **A GAP analysis** of our existing HSEQ system to identify areas for improvement.
- Supporting site teams in achieving compliance and improving their knowledge of our systems and processes.

Over the next few years, this quality assurance team will expand its scope to ensure comprehensive quality oversight across all of Enviropacific business functions.

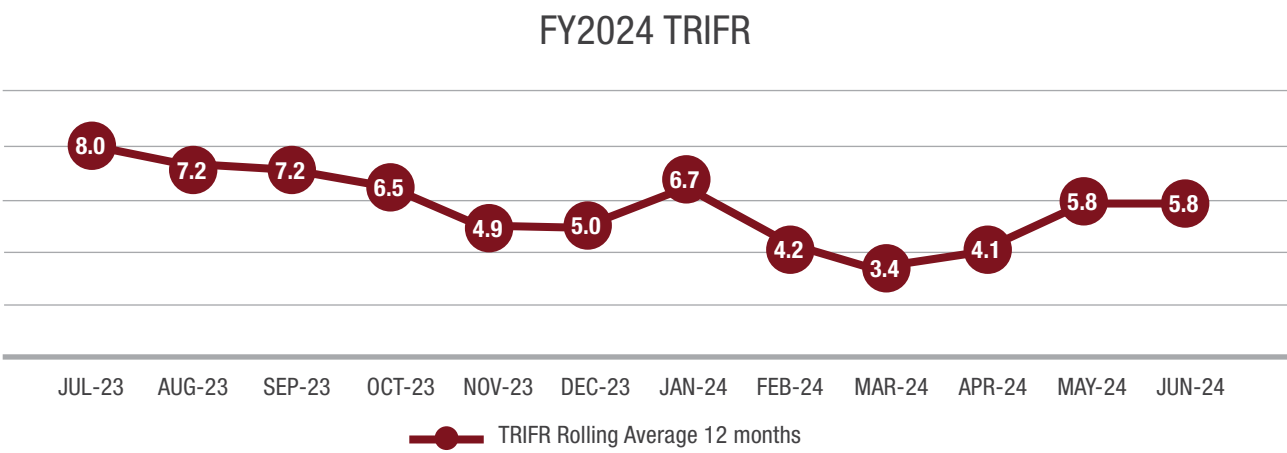


Start Safe, Stay Safe: Our Safety Performance

Safety is a top priority for Enviropacific, and we continuously strive for a year-on-year reduction in our TRIFR to ensure we are safeguarding our employees. Several initiatives have been introduced to support this goal:

- **TRIFR targets** became part of the **short-term incentives** for managers to ensure accountability and commitment to safety.
- A focus on **increased visible leadership** to drive safety initiatives at all levels of the organisation.
- **Establishment of a safety steering committee**, made up of staff from across the business, to champion safety initiatives and promote a culture of safety.
- The **introduction of lead indicator metrics** to our **monthly reporting** to proactively manage safety risks.
- **Implementation of ICAM** (Incident Cause Analysis Method) for investigating and learning from critical incidents, improving future safety practices.

RESULTS AND IMPROVEMENTS



We are proud to report that these initiatives have contributed to a 37% reduction in TRIFR for the financial year. Additionally, we have seen an increase in incident and near-miss reporting, which helps to further strengthen our safety culture and prevent potential issues before they arise.

A COMMITMENT TO ONGOING IMPROVEMENT

Through our HSEQ management system, quality assurance initiatives, and continuous focus on safety, Enviropacific is committed to maintaining a workplace that prioritises health, well-being, and safety. We will continue to drive improvements in these areas to ensure the protection of our employees and the delivery of the highest quality service to our clients.

BETTER FOR WORKING; OUR WELLBEING JOURNEY

At Enviropacific, we are dedicated to ensuring that our employees are not only safe and secure but also healthier, happier, and better off as a result of their work with us. We believe that prioritising our team's health and well-being is essential to achieving both personal and organisational success.

PSYCHOSOCIAL SAFETY AND SUPPORT

In 2024, we integrated the recognition of psychosocial hazards into our risk management framework, ensuring that these hazards are identified and addressed across all aspects of our operations. To support this initiative, we updated our training to include psychosocial risk identification and will continue to provide training and awareness programs in the future. We also offer ongoing support through our Employee Assistance Program (EAP) via Assure, as well as the training of Mental Health First Aiders across the company, ensuring that employees have the tools and support they need to thrive mentally and emotionally at work.

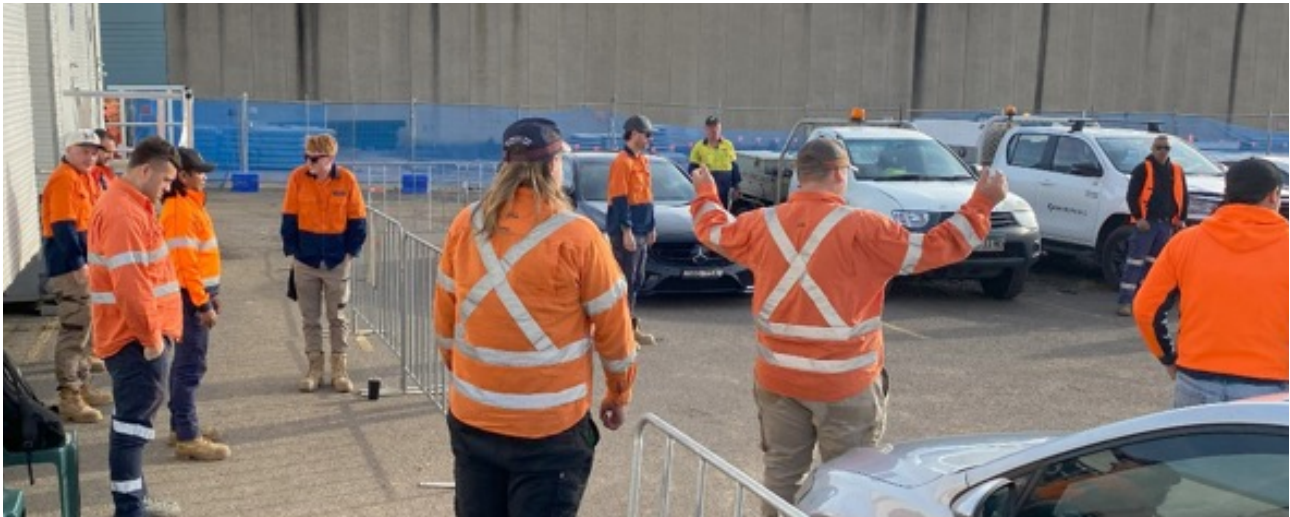
SUPPORTING WORK-LIFE INTEGRATION

Our commitment to work-life integration began in 2022 and has since become a cultural pillar within our organisation. As part of this commitment, we implemented quarterly wellness days for our employees, encouraging them to take time off to focus on their well-being. By the end of 2024, our employees had dedicated over 24,000 hours to well-being, demonstrating the success and importance of this initiative.

In addition, we introduced the Where Fit Program, which offers a wide range of perks to encourage healthy lifestyles. These benefits include:

- Activewear discounts
- Gym memberships and fitness studio access
- Healthy meals
- Self-care and supplementation
- Recovery services

This program has been instrumental in supporting the physical and mental well-being of our employees.



INJURY PREVENTION THROUGH SMART STRETCHING

Recognising the physical demands of our fieldwork, in 2024, we partnered with Physiotherapists, Occupational Therapists, and Exercise Physiologists from Kinnect to develop a specialised pre-start warm-up program tailored to our operations. The Smart Stretch program is designed to help prevent soft tissue injuries, which are common in physically demanding roles.

The Smart Stretch program includes:

- 6 dynamic stretches to be performed before starting work each day.
- 10 static stretches to be incorporated throughout the day to maintain flexibility and prevent injury.



This program was piloted with great success by our NSW remediation team and will be rolled out to the broader business in 2025.

LOOKING AHEAD

As we move forward, we will continue to prioritise the health and well-being of our workforce through initiatives like the Smart Stretch program, mental health training, and a range of wellness benefits. We are committed to creating a workplace where employees feel supported in all aspects of their lives, both professionally and personally.

OUR GOVERNANCE PERFORMANCE

At Enviropacific, our commitment to strong governance and ethical behaviours is fundamental to our sustainability strategy. We align our key focus areas—Risk Management, Transparency, and Data Security—with the Sustainable Development Goals (SDGs) to contribute to a sustainable and equitable future.

RISK MANAGEMENT

Our approach to Risk Management is designed to mitigate business and project risks while ensuring operational integrity and compliance with global standards. In 2024, we conducted a comprehensive review of our identified risks and updated our risk controls. We improved our risk assessment framework to provide greater clarity and ensure that we effectively manage and address risks across all operations.

The Senior Leadership Team and board reviewed our corporate risk appetite to harmonise the operational approach, ensuring that the framework supports ethical decision-making and governance. Additionally, we trained our frontline leaders to maintain a safe work environment and ensure consistent identification and control of risks.

TRANSPARENCY

COMMUNICATIONS AND REPORTING

Transparency in communications and reporting is essential for fostering trust and accountability in our operations. We've focused on improving our internal processes to increase clarity and promote sustainable business practices, directly aligning with SDG 12: Responsible Consumption and Production.

- **Standardised Operational Reporting Templates:** The implementation of standardised reporting templates enhances project transparency, enabling both operational teams and management to track and manage resources effectively.
- **Senior Leadership Team Strategic Meetings:** Our monthly strategic meetings have fostered greater transparency in reviewing objectives, targets, and emerging risks, ensuring that sustainability is prioritised in business decisions.
- **The Grapevine:** The monthly town hall, Grapevine, serves as a key platform for promoting transparency within the organisation. It celebrates people, highlights business performance, and provides updates on key operations, engaging over 200 employees monthly, fostering a culture of openness and accountability.

MODERN SLAVERY

Enviropacific is committed to addressing modern slavery within our supply chain, ensuring that all suppliers adhere to ethical practices and fair labour standards. Our prioritisation of local Australian suppliers supports SDG 8: Decent Work and Economic Growth by ensuring that workers' rights are upheld and minimising the risk of exploitation.

In FY24, we received no complaints related to modern slavery, and our subcontractors and suppliers complied with the Modern Slavery Act 2018 (Cth). We have updated our subcontract agreements to ensure they explicitly prohibit modern slavery practices. This is reinforced by our Anti-Bribery and Corruption Policy, which mandates ethical conduct across our supply chain.

We are further strengthening our commitment by implementing a vendor management system (Felix) in FY25 to better assess and monitor our suppliers' practices. This initiative aligns with SDG 12 (Responsible Consumption and Production) and SDG 8 (Decent Work) by ensuring that our supply chain is free from exploitative practices and aligned with our commitment to human rights.

CYBER SECURITY AND DATA PRIVACY

At Enviropacific, the security and privacy of client and employee data remain central to our mission and sustainability objectives. Throughout FY2024, we maintained ISO 27001:2022 ISMS compliance, driven by rigorous internal and external audits under the leadership of our Chief Information Officer (CIO), who also serves as Chief Security Officer (CSO) for the DISP program. This governance framework has contributed to our zero-incident record, with no OPCNZ/OAIC notifiable incidents or substantiated privacy complaints reported.

Our monthly cyber security awareness training fosters a security-conscious culture across the organisation, equipping employees with the skills to recognise and respond to threats. This program plays a key role in achieving our zero-incident goal, supporting both data protection and the secure management of sustainability data.

Our commitment to sustainable IT practices also extends to a green decommissioning process for IT assets, partnering with vendors who prioritise environmentally responsible disposal and recycling. Through sustainable procurement practices, we ensure our IT suppliers meet stringent environmental criteria, reducing e-waste and minimising our carbon footprint.

Recently, our Digital Maturity Assessment by the Cybersecurity and Data Protection Agency (CDPA) confirmed our top-level digital maturity under an Agile framework. This achievement further strengthens our secure IT infrastructure, supporting efficient and resilient operations.

Looking ahead to 2025, we plan to enhance our cyber security capabilities by applying for DISP membership. We'll also strengthen our commitment to sustainability by setting measurable targets across our operations through well-defined systems and processes. Together, these initiatives will reinforce our secure, sustainable IT practices as we engage with critical projects, including those within Defence.





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