



Environment, Social and Governance Policy

TASMEA LIMITED
ACN 088 588 425
(Company)

1 Introduction

The Company is committed to operating ethically, sustainably, and in accordance with best governance practices. This policy sets out the Company's commitments to its Environmental, Social and Corporate Governance (**ESG**) responsibilities.

The Company believes that responsible management of ESG elements will be beneficial for investors, the communities with whom the Company interacts, and staff. Accordingly, the Company is committed to identifying, assessing and mitigating ESG risks, and proactively seeking outcomes that deliver positive and sustainable outcomes.

2 Environment

With respect to environmental responsibilities, the Company will:

- (a) ensure that, as a minimum, all policies and procedures comply with all applicable environmental laws and regulations, assessment and approval requirements, licences and conditions;
- (b) strive for continual improvement in its environmental performance by obtaining and following the best available advice;
- (c) commit to identifying, mitigating, managing and reporting on material environmental risks and impacts associated with the business unit's activities;
- (d) endeavour to plan and implement strategies to effectively manage and reduce key environmental risks and impacts such as greenhouse gas emissions, water use and waste reduction with the focus on reducing the Company's environmental footprint; and
- (e) commit to operate all business unit's sustainably and take all available steps to minimise the Company's impact on the environment and remediate any effects in accordance with best practice.

3 Social

When addressing the Company's social responsibilities, the Company will:

- (a) provide and maintain a safe workplace so that its customers, employees, contractors and visitors go home safe and well;
- (b) identify and manage risks, impacts and opportunities within its operations;
- (c) respect the rights, interests, customs, culture and values of all those with whom the Company interacts;

- (d) respect and promote human rights and will not engage in or condone forced or compulsory labour or other forms of modern slavery and will work to ensure these are not present in the Company's business or supply chains;
- (e) uphold ethical business practices and comply with all legal requirements in all jurisdictions in which the Company operates; and
- (f) seek to demonstrate a net positive impact resulting from the Company's operations.

4 Governance

In addressing the Company's governance responsibilities, the Company will:

- (a) implement a systematic approach to ESG risk management;
- (b) comply with all relevant laws and regulations and apply responsible industry standards where such laws do not exist;
- (c) be guided by the principles set out by respected institutions such as the Australian Securities Exchange;
- (d) commit to meeting the highest standards of ethical business practice; and
- (e) integrate sustainable development and consider ESG considerations in the Company's corporate strategy, business planning and decision-making procedures.

The Company's Directors are committed to ensuring that ESG risks are identified and assessed, and appropriate and relevant management strategies are implemented to meet the Company's commitments under this policy.