

## SUSTAINABILITY POLICY

At AROA, we are committed to contributing to a more sustainable future for everybody. We recognise that it takes a collective approach with organisations, individuals and the community all taking meaningful and consistent actions. We are conscious that the decisions we make today, help shape the future.

To contribute to a more sustainable future, we will:

- Support the well-being and development of the communities in which we operate. We will also collaborate with local stakeholders to respond to community health challenges, providing support where possible to those in need.
- Value our employees and their wellbeing. We will provide a safe and inclusive work environment that fosters employee engagement, health, and professional growth. We prioritize health and safety, promote work-life balance, and encourage ongoing training and development opportunities for our employees. We are committed to paying the living wage for all employees and ensuring fair and ethical treatment of people throughout our supply chain.
- Understand our impact on the environment, prioritizing responsible and efficient use of resources, and waste reduction throughout our operations. This includes reducing energy consumption, minimizing water usage, promoting circular economy principles, and implementing sustainable waste management practices.
- Recognize the urgency of addressing climate change and work to reduce our greenhouse gas emissions through energy-efficient practices, the use of renewable energy sources, and the adoption of low-carbon technologies. We will set measurable targets to track our progress, regularly reporting on our greenhouse gas emissions and our carbon intensity.
- Comply with applicable laws, regulations, and other requirements related to our business operations.

We will review and update this policy regularly to ensure that we continue to meet our sustainability objectives and remain aligned with industry best practices. By implementing this policy, we endeavour to contribute to a more sustainable future for everybody.