Policy Name:	Sustainability Policy
Attention:	All LSH Group Australia Employees
Version:	1.2
Last Reviewed:	1st April 2026
Effective From:	1st April 2026
Approved By:	GCEO / Corporate Review / MD

Sustainability Policy

1. Purpose and Commitment

LSH Group Australia is committed to conducting its operations in a responsible, sustainable, and ethical manner that balances environmental, social, and economic considerations. This policy supports compliance with applicable Australian legislation and standards, including:

- *Environment Protection and Biodiversity Conservation Act 1999 (Cth)*
- *National Greenhouse and Energy Reporting Act 2007 (Cth)*
- *Work Health and Safety Act 2011 (Cth)* and corresponding state *WHS laws (NSW, VIC, QLD)*
- *Environment Protection Acts* in NSW, VIC, and QLD
- *Modern Slavery Act 2018 (Cth)*
- *Fair Work Act 2009 (Cth)*
- *Corporations Act 2001 (Cth)*
- *Australian Consumer Law (Schedule 2, Competition and Consumer Act 2010 (Cth*)) (including greenwashing provisions)
- *National Waste Policy Action Plan (2023)*

The Company seeks to manage sustainability risks and opportunities in a manner proportionate to its operations, while supporting continuous improvement.

2. Scope

This policy applies to:

- All employees, contractors, and third parties engaged by the Company
- All business operations across NSW, VIC, and QLD

3. Sustainability Pillars

3.1 Environment

The Company will, so far as is reasonably practicable:

- Comply with all applicable environmental laws and licences
- Identify and manage environmental risks, including emissions, waste, and resource use
- Implement practical measures to reduce:
    - Energy consumption
    - Water usage
    - Waste generation
- Support recycling and responsible waste disposal in line with state regulations
- Prevent pollution and environmental harm

- Maintain appropriate environmental controls across facilities and operations
- Monitor and, where required, report environmental data under applicable frameworks (e.g. NGER)

The Company will only make public environmental claims that are accurate, evidence-based, and compliant with Australian Consumer Law.

3.2 Our People

The Company is committed to:

- Providing a safe and healthy workplace in accordance with *WHS legislation (NSW, VIC, QLD)*
- Managing both physical and psychosocial risks
- Promoting a workplace free from discrimination, harassment, and bullying
- Complying with the *Fair Work Act 2009 (Cth)* and equal opportunity laws
- Supporting employee wellbeing, development, and engagement
- Encouraging a culture of accountability, respect, and inclusion

3.3 Community

The Company will:

- Engage with local communities in a responsible and respectful manner
- Comply with planning, environmental, and local regulatory requirements
- Seek to minimise disruption to local communities arising from operations
- Support community initiatives where appropriate and aligned to business objectives
- Promote local employment and skills development opportunities where reasonably practicable

3.4 Marketplace and Supply Chain

The Company will:

- Conduct business in an ethical, transparent, and lawful manner
- Comply with the *Modern Slavery Act 2018 (Cth)*, including identifying and managing modern slavery risks
- Promote responsible procurement practices, having regard to environmental and social factors where appropriate
- Ensure marketing and sustainability claims comply with *Australian Consumer Law* (including avoidance of misleading or deceptive conduct)
- Maintain appropriate governance standards in line with the *Corporations Act 2001 (Cth)*

4. Governance and Accountability

The Company will:

- Integrate sustainability considerations into business operations and risk management processes
- Assign accountability to relevant leaders for implementation of this policy
- Monitor compliance with applicable legal and regulatory obligations
- Investigate and address any identified breaches or risks
- Maintain appropriate records where required

5. Reporting and Continuous Improvement

LSH Auto Australia will:

- Monitor sustainability performance where appropriate to the size and nature of operations
- Review this policy periodically to ensure alignment with:
    - Legislative changes
    - Regulatory expectations
    - Industry best practice
- Implement improvements where reasonably practicable

6. Employee Responsibilities

All employees are expected to:

- Comply with this policy and relevant procedures
- Take reasonable steps to minimise environmental impact in their work
- Follow lawful and reasonable directions relating to sustainability practices
- Report any environmental, safety, or ethical concerns to management

7. Compliance

Failure to comply with this policy may result in action in accordance with Company policies and applicable laws.

All matters will be considered on a case-by-case basis, having regard to:

- Legal obligations
- Nature and seriousness of the issue
- Operational impact

8. Policy Status

This Policy does not form part of any employee's contract of employment. It is a lawful and reasonable direction of the Company with which compliance is required. Any statement in this Policy about what the Company will or will not do does not create a legally binding obligation on the Company.

This Policy may be amended from time to time to reflect changes in legislation, regulatory requirements or organisational needs