

## SMW GROUP LIMITED ENVIRONMENT, SOCIAL AND QUALITY POLICY

### Policy Statement

SMW Group Limited (**SMW**) and its subsidiaries (together, the **Group**) is committed to pursuing Environment, Social and Quality (**ESQ**) initiatives, that protect the environment, and managing operations in a legally compliant and environmentally responsible manner.

SMW will strive to integrate sustainable business practices with the aim to minimise the environmental impact of daily operations, actively seek and embrace initiatives that protect the environment and create lasting results that benefit all stakeholders.

This commitment is supported by the Group's values of fairness and honesty, integrity, respect, teamwork, passion for excellence and building long term, mutually beneficial relationships with customers and stakeholders.

### Application

This policy applies to SMW's board of directors, employees, contractors and other representatives and should be read in conjunction with SMW's Code of Ethics and any other policies covering areas such as values, culture and employee expectations, consistent with the principles of this policy.

### Policy Objectives

SMW is committed to:

- building environmental sustainability, social responsibility and effective quality management into all aspects of the Group's business;
- complying with all of the relevant legislation, standards and codes of practice to meet environmental obligations of the jurisdictions in which the Group operates and ensuring its activities do not lead to environmental pollution;
- promoting the continual improvement of environmental performance and awareness;
- understanding how business activities impact on stakeholders, including customer needs and community aspirations, and to respond appropriately;
- continually improving the knowledge, skills and competency of all personnel to carry out activities in an environmentally and socially responsible manner;
- ensuring everyone that works in the business understands their role and demonstrates commitment to the Group's ESQ standards;
- maintaining a culture of continuous improvement.

SMW will establish performance measures that are acted upon, regularly monitored, reported and reviewed and will ensure that this ESQ Policy is communicated to all personnel and stakeholders and is made publicly available.

### Responsibility for Policy

The Board retains ultimate accountability and responsibility for the implementation of this policy.

## Review and Communication of Policy

SMW will communicate this ESQ policy to the Group, to its shareholders and to the market, including via its website, in the interests of transparency and accountability and to better promote achievement of the objectives of this policy. This ESQ policy will be updated as required.

This policy has been agreed by the Board of SMW Group Limited.

Issue	Approved by	Date
1.0	The Board	4 August 2020