

Ventura Environment Social Governance (ESG) Policy

At Ventura, we place sustainability at the core of our business strategy. We are dedicated to managing and growing our assets in a responsible, sustainable manner to deliver long-term value to our employees, stakeholders, and the environment. As an industry leader operating in Victoria, Ventura is constantly adapting to meet the needs of customers, employees, and communities. As we navigate the ever-changing global landscape, we recognise the critical role businesses play in addressing environmental challenges, upholding strong governance practices and promoting social equity.

Environmental Responsibility

Our commitment to environmental sustainability includes the following actions:

- Incorporating environmental sustainability into our business decision-making processes.
- Establishing and maintaining an Environmental Management System (EMS) to monitor and enhance environmental performance.
- Continually improving our EMS to drive further improvements in environmental performance.
- Complying with all environmental regulations and legislation.
- Establishing targets, implement measuring and reporting of our environmental performance through key business metrics.
- Protecting the environment by minimising and preventing pollution.
- Implement operational efficiencies and process improvements to reduce all waste production.
- Reduce, reuse and recycle materials wherever feasible, including the safe disposal of hazardous waste, such as oils and vehicle components
- Minimise water consumption, enhance water efficiency and protect water resources across all operations.
- Where feasible reduce energy consumption, enhance energy efficiency and transition to renewable energy sources across operations to reduce carbon output.
- Integrating environmental and ethical considerations in investment decisions.
- Evaluating and managing the environmental impact of all our operations.

Responsible Business

We uphold the highest standards in business operations, with a focus on ethics, governance, and compliance:

- Ensuring asset quality, safety, cybersecurity, and data protection, while complying with relevant laws and regulations.
- Upholding strong corporate governance practices and a robust risk management framework.
- Continuously assess and manage risks related to environmental, social and governance factors.
- Engaging in transparent and timely communication with stakeholders.
- Disclose ESG related performance to relevant stakeholders through clear and comprehensive reporting.
- Ensuring ethical conduct in all our business dealings.
- Screening suppliers based on our Supplier Code of Conduct, which incorporates environmental, social, and governance (ESG) criteria.
- Maintain compliance with Australian corporate laws and regulations.

People and Community Engagement

- We are committed to fostering a safe, inclusive and diverse workplace free from discrimination.
- Maintaining comprehensive health and safety policies to ensure a safe workplace and secure facilities.
- Implementing fair human resource practices and enforcing a zero-tolerance policy against discrimination.
- Build strong relationships with local communities through supporting local initiatives.



Ventura is committed to the continuous improvement of our sustainability practices. We will regularly assess and refine our strategies to meet evolving standards and deliver long-term value. Our dedication to ongoing progress ensures that we remain a responsible and forward-thinking organisation.

A handwritten signature in blue ink, appearing to be "A. Cornwall".

Andrew Cornwall
Chief Executive Officer