

PURPOSE To set out the minimum level of controls required across the Wesfarmers Group to protect the natural environment.

POLICY APPLICATION The principles of this policy must be complied with, or incorporated into divisional, business unit or Corporate Office policies or procedures (as applicable).

POLICY

(a) Each division/business unit must implement policies or procedures and controls that incorporate the following principles either expressly, or through specific operational requirements:

- (i) as a minimum standard, compliance with all relevant state and federal environmental laws, including regulatory, assessment and approval requirements and environmental permit and licence conditions; and
- (ii) a commitment to operate the division's/business unit's businesses sustainably by:
 - identifying, mitigating, managing and reporting to the divisional/business unit board/Steering Committee on the material environmental risks and impacts associated with the division's/business unit's activities;
 - planning and implementing strategies to effectively manage and reduce key environmental risks and impacts across the division/business unit, such as greenhouse gas emissions, water management and waste reduction;
 - where relevant, protecting natural systems and associated biodiversity in the regions in which the division/business unit operates its businesses;
 - where practical, supporting the use of materials that are safe, recycled or reused, have low embodied energy and have a reduced impact on resource depletion;
 - where material, consider sustainable packaging and circular economy strategies;
 - requiring suppliers to comply with environmental laws and considering the environmental performance of potential suppliers as a factor in sourcing decisions; and
 - encouraging environmentally responsible actions and behaviours among the division's/business unit's customers.

(b) Each division/business unit must report all substantial matters of environmental significance, including any environmental event or issue which is, or is likely to be, required by law to be notified to a regulator (or which the failure to notify would constitute an offence or a breach of licence) in which a division/business unit is involved in accordance with the Wesfarmers Limited Immediate Reporting Policy, (Group Policy 1.6) for reporting to the Wesfarmers Board as soon as possible following the relevant event.

(c) Each division/business unit must report environmental data annually to Wesfarmers in the format required by the Wesfarmers Sustainability and Indigenous Affairs Manager.

(d) The Corporate Office must comply with the requirements set out above in relation to the Corporate Office.

POLICY AMENDMENT This policy cannot be amended without approval from the Executive General Manager, Corporate Affairs.

DATED March 2021