

Environment Policy

McMillan Shakespeare Group

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1. Purpose and Objectives

Environmental Sustainability is an important component of the McMillan Shakespeare Group's ('MMS' or the 'Group') strategy and its vision of being a trusted partner, providing solutions to make complex matters simple.

The MMS Environment Policy supports employees in implementing the Group's approach to environment sustainability and the delivery of its environmental commitments. It outlines the minimum requirements relating to overall management of environmental sustainability across the Group, including how we manage our performance, public reporting and disclosures and stakeholder engagement.

2. Scope

This policy applies to all Employees of the Group, including directors and officers.

3. Environmental Sustainability Principles and Practices

MMS shall apply the following key principles and practices in its approach to environmental sustainability:

- We will develop and implement a Sustainability Strategy that addresses the Group's material environmental risks and opportunities, to create positive social and environmental outcomes for our stakeholders and the communities in which we operate.
- We will periodically undertake materiality reviews to identify the most relevant environmental risks and opportunities for the Group.
- We recognise the mutual benefits for both our business and our stakeholders that result from genuine and meaningful engagement. We will engage with our stakeholders to understand what is important to them and what they expect of us.
- We will seek to minimise risk and pursue opportunities through the development of strategies and systems to Avoid, Reduce and Offset our impact on the environment.
- We will set long-term environmental aspirations for the Group, as well as annualised targets and deliverables which reflect near-term objectives as we continue progressing our sustainability strategy.
- We will comply with relevant legislative and regulatory requirements relevant to environmental sustainability in the jurisdictions in which we operate.
- We will report on our environmental objectives, commitments and performance on an annual basis via the Group's Sustainability Report to provide transparency to our stakeholders.

4. Roles and Responsibilities

MMS Board

The MMS Board is responsible for:

- Oversight of sustainability governance.
- Endorsement of the Group's external environmental sustainability commitments (targets) and initiatives.

- Approval of external communications relating to the Group's sustainability strategy and performance.

Sustainability Committee

The Sustainability Committee is responsible for:

- Overseeing and driving the implementation of programs and initiatives which address environmental impacts and opportunities across the Group, in support of the Group's environmental sustainability aspirations, targets and deliverables (including relevant environmental commitments).

Group Sustainability Function

The Group's Sustainability Function is responsible for:

- Implementing and maintaining an environment policy for the Group.
- Facilitating a periodic materiality review (stakeholder engagement and desktop review process) to formally identify material environmental risks and opportunities for inclusion in the Group's Sustainability Strategy.
- Providing day to day oversight and facilitation of environmental sustainability governance, strategy, reporting, external commitments and initiatives and stakeholder engagement, while also monitoring relevant environmental risks and opportunities.
- Engagement and liaison with external service providers and advisors relevant to environmental sustainability where the Group does not have the requisite internal capability or expertise at its disposal.

5. Policy Requirements

Environmental Commitments and Initiatives

The Sustainability Function will be consulted regarding proposed environment commitments or initiatives relevant to environmental sustainability, including to facilitate a business impact assessment in relation to such proposals.

Performance Management

On an annual basis, the Sustainability Function will benchmark environmental performance across the Group to maintain continuous improvement of performance in pursuit of the Group's long-term environmental sustainability aspirations.

Internal Reporting

Updates on environmental performance, risks and other environmental matters including stakeholder engagement activities, updates on strategies, frameworks and policies will be provided to the MMS Board and Executive Leadership Team on a six-monthly basis.

External Reporting

The following requirements apply to all environment sustainability related external reporting:

- **Integrity:** processes, controls and verification procedures will be in place to maintain the integrity of the Group's external reporting relevant to environmental sustainability.
- **Accountability:** all participants in the environmental reporting process will provide quality data and provide approval by accountable personnel prior to publication.
- **Verification and assurance:** information submitted for use in annual external reporting will be subject to verification by the Group's sustainability function and/or subject to independent limited assurance prior to publication.

6. Policy Review and Approval

The Sustainability Manager will facilitate a periodic review of this Policy at least every three years or earlier in response to changes in relevant law or regulation, material changes in the Group's business or operating environment or a change arising from regular review processes.

The Board is responsible for approving this Policy.

7. Related Documents

This Policy operates in conjunction with other MMS Codes, Charters, Frameworks and Policies which are available from the [MMS website](#) and the MMS intranet. This includes but is not limited to the following:

- Code of Conduct
- Continuous Disclosure and Shareholder Engagement Policy
- Procurement Policy
- Sustainable Procurement Guidelines
- Supplier Code of Conduct
- MMS Board Charter