

Environment, Social & Governance Policy

1. Introduction

Mint Renewables Limited and its subsidiaries (Mint), is committed to adhering to best practice Environmental, Social and Governance (“ESG”) principles. We believe that embedding these principles into everyday decision-making and operations, as well as long-term plans and strategies, is critical to the success of our business, and the wider renewable energy sector.

We are deeply committed to working responsibly, ethically and in full compliance with our obligations. We must balance business growth and performance with protecting and enhancing the environment, the well-being of our people and our communities.

The management team at Mint will ensure that consideration of ESG plays a significant role in the decision-making process at every stage of the development, construction, and operation of all projects. ESG considerations are also embedded in the investing and operating principles that govern the management of Mint.

2. Environmental

We acknowledge the warming of the climate system and believe that action should be taken globally to minimise the emission of greenhouse gases and minimise their impacts on society by enacting an orderly and just transition to a low carbon economy. We strive to use natural resources responsibly and to minimise any negative environmental impacts of our business activities while maximising the positives.

Mint will:

- Ensure appropriate steps are taken to protect the local environment;
- Minimise our environmental footprint in our corporate, development, construction and operational activities through design and procurement, efficient use of materials, water and energy, and the recycling or minimisation of waste;
- Avoid, minimise, mitigate or offset any adverse effects of our activities on air, noise emissions, water, soil, biodiversity and habitat;
- Consider and seek to mitigate the climate-related physical risks (e.g., fire, flood, climate change) of our activities on the environment;
- Actively understand, measure, report and minimise the greenhouse emissions of our corporate, development, construction and operational activities;
- Seek to deliver projects that reduce greenhouse gas emissions and support the transition to a low carbon economy;
- Actively monitor and audit compliance with environmental regulatory requirements;
- Consult with government, local authorities, and other regulatory agencies to assist with the formulation of appropriate balanced policies and standards that will assist in safeguarding the environment;
- Acknowledge any concerns that may be raised by local communities regarding potential adverse environmental effects arising from our construction or operations, and to work towards a satisfactory outcome to all parties on such matters;

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- Adopt and implement best practice guidelines in our environmental management plans and activities; and
- Hold our contractors and service providers accountable for adhering to this policy and ensure satisfactory compliance with any rules or conditions that apply to their activities.

3. Social

Mint embodies a culture of intelligence, courage, loyalty, reliability and enthusiasm. Mint works for a better future, leading a rapid and sustainable transition to renewable energy that brings communities with it. We aim to be the renewable energy partner of choice for our communities and consumers.

Mint’s people are its most valuable assets and we are committed to their development and wellbeing.

We believe that the respect of human rights is an integral part of society, and that human rights infringements, exhibited in any form, should be globally eradicated.

Our principles are founded on making and delivering on well thought-out commitments across our corporate, development, construction and operational activities.

Mint will:

- Lead by example in areas such as workplace safety, health and wellness, diversity and inclusion, and training and development;
- Undertake fair and ethical employment and pay practices;
- Ensure equal opportunity for all and the protection of human rights;
- Promote an inclusive and engaged workplace that fosters open communication, collaboration, personal growth, and financial success;
- Work hard to develop strong relationships with our stakeholders to ensure our presence is respectful of different views and values, the environment, and that our involvement generates lasting benefits for the wider community;
- Develop ways to provide economic and social benefits to the communities in which we operate, including local employment and procurement, training and development, and benefit sharing programs;
- Engage with suppliers who operate using socially responsible business practices;
- Ensure we are engaging meaningfully with the First Nations People to develop long term relationships based on respect and understanding; and
- Undertake continuous monitoring of projects, suppliers, and sub-contractors regarding their approach to the mitigation of modern slavery risk.

4. Governance

Mint is committed to doing the right thing, conducting ourselves in a legal, ethical and trustworthy manner, upholding our regulatory obligations, and complying with all laws.

Mint’s *Code of Conduct and Ethics Policy* (“Code of Conduct”) provides mechanisms to prevent dishonest or unethical conduct, and fosters a culture of transparency, honesty and accountability. The Code of Conduct outlines the responsibilities of our employees, including ensuring that our suppliers are aware of their obligations to conduct themselves in a legal and ethical matter.

The Code of Conduct includes but is not limited to the following matters:

- Compliance with all laws, regulations and rules;

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- Prevention of financial crime;
- Gift & entertainment;
- Conflict of interest;
- Fair dealing;
- Bullying, discrimination & harassment;
- Use of Mint assets and property;
- Confidentiality and use of Mint information;
- Social media;
- Compliance with corporate policies; and
- Escalation procedures and whistleblowing.

5. Accountability and Reporting

We are individually and collectively accountable for upholding our ESG commitments. We encourage participation across our organisation, and we will work with external stakeholders to continually improve our workplaces, contribute to the communities we serve, and ensure our actions are socially, ethically, and environmentally responsible. We will require timely and accurate reporting to our Head of Country and any required external agencies of all compliance and non-compliance obligations included within this ESG policy. We will immediately investigate all reported incidents. We will periodically benchmark our organisation's ESG performance using industry recognised ESG benchmarking systems.

Signed



Peter Cowling
Head of Australia
 Date: 17 April 2023

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