

ENVIRONMENTAL POLICY

Environmental Policy Statement

At Boss Energy, we are committed to responsible environmental management and to conducting our activities in a manner that minimises environmental impacts and supports sustainable outcomes. This commitment reflects *The Boss Way* — the values and behaviours that guide how we operate responsibly and care for the environment.

Policy Implementation

At Boss Energy, we will:

- Manage our activities responsibly to minimise environmental impacts and protect the natural environment associated with our operations.
- Establish an environmental management system to support consistent standards, effective risk management and continuous improvement.
- Maintain processes to manage compliance obligations, including identifying, reporting and addressing non-compliance and implementing corrective actions where necessary.
- Identify, assess and manage environmental risks associated with our activities, with the aim of avoiding, minimising or mitigating adverse impacts.
- Minimise pollution and environmental harm through responsible practices and effective controls.
- Promote the efficient use of resources, including energy, water and materials, and seek to minimise waste, emissions and disturbance where practicable.
- Engage respectfully with communities and stakeholders on environmental matters relevant to our activities.
- Work with contractors and business partners to uphold our environmental standards and expectations.
- Monitor environmental performance and periodically review our practices to support continual improvement and alignment with evolving expectations.

Responsibility

This Policy applies to our directors, officers, employees, contractors and other third parties who act for or on our behalf.

The Board is responsible for governing this Policy and monitoring the effectiveness of our approach to meeting these commitments.

Management is responsible for implementing this Policy and supporting its application through appropriate systems, controls, awareness and monitoring arrangements.

The Chief Executive Officer is accountable to the Board for ensuring that this Policy is implemented and adhered to.

Matthew Dusci

Managing Director and CEO

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