Environment Best Practice Policy

Prepared

April 2023

By

Thales Cyber Services HR

Scope & Aim

This policy applies to all workers within Thales Cyber Group ("the Company"), including its subsidiaries.

Thales Cyber is strongly committed to environmental best practices and the prevention of pollution in its operations. We seek to conduct our operations in an environmentally responsible manner, and will comply with all local, state and federal laws and regulations on:

- Disposing of hazardous waste (including EPA's list of prescribed industrial waste), trade waste (i.e. waste added to the sewer) and wastewater
- Safe handling, storage and transport of hazardous waste and dangerous goods
- Noise
- Land use
- Air pollution and carbon emissions

Procedure

Thales Cyber recognises our key impacts to be in the areas of waste, energy, CO2 emissions and water use.

We will set targets each year to increase energy and water efficiency and seek opportunities for reducing and recycling waste.

To do this, we will:

General

- Give preference to maintenance and other contractors using green products
- Recycle all paper products
- Adopt the highest environmental standards in all areas of operation to ensure we meet or exceed all relevant legislative requirements
- Minimise waste through efficient use of all materials and inputs
- Only use sustainable or recycled products where possible
- Provide environmental training and education to all employees and encourage employee involvement
- Reduce risks from environmental, health or safety hazards for employees and others near our operations
- Include environmental considerations in all investment decisions
- Continually assess the environmental impact of all our operations
- Offset carbon emissions by using accredited Greenpower, either in part or whole

Energy

- Buy electrical and lighting systems rated as energy efficient
- Use accredited GreenPower, either in part or whole

Water

- Buy appliances rated as water-efficient
- Buy plumbing devices (e.g. taps) with built-in flow restrictors in kitchen and washing up areas, or add these to existing fittings

Waste

- look for opportunities to exchange waste on the waste exchange database website (wasteexchange.net.au)

Amendments to this policy

This Policy may be reviewed and amended from time to time at Thales Cyber discretion. The most recent version of this Policy will be available on the Group's Intranet.

Feedback on this Policy is welcome. Please direct any feedback to the HR team.

Last updated: April 2023.

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