



Drill Pac's mission is to **build excellence in a sustainable and innovative way.**

Our commitment to delivering sustainable outcomes, through the infrastructure we contribute to create, extends beyond the boundaries of our direct operations to the supply of materials, works or services provided by third parties. To this end, where relevant and proportionate, together with our designers and our supply chain we aim to:

- **Ethical Sourcing** – source products, materials and services ethically through recognised credible standards, including procuring fairly traded goods where available, and request that our ethical and anticorruption principles are subscribed by our supply chain;
- **Circular Economy and Resource Efficiency** – minimise waste and material use by giving preference to materials, products and services with greatest circular economy benefits;
- **Environmental footprint** – consider the carbon and water footprint of key materials and products and purchase low carbon/less water intensive alternatives, where available;
- **Biodiversity and Environmental Protection** – work with suppliers that actively manage their impact on habitats and on the environment;
- **Eco-design** – where possible, apply innovative eco-design principles to our projects with the aim to minimising the impacts associated to the procurement of materials and energy;
- **Community engagement** – offer local businesses and social enterprises the opportunity to be part of our supply chain;
- **Labour Standards** – implement a proactive approach to tackling hidden labour exploitation in our supply chain, including subcontractors working on our sites;
- **Supplier diversity** – work with suppliers that actively manage diversity and inclusion in their workforce;
- **Supply Chain Engagement** – adopt a collaborative approach in our relationships with suppliers and subcontractors to make them part of our sustainability journey.

We have a structured process in place to qualify and, where appropriate, monitor our suppliers and subcontractors against the sustainable procurement principles outlined above. In addition, we share with our supply chain relevant policies and guidelines developed for our own operations, with the aim of ensuring a common approach to sustainability and ethics through our value chain.

**This policy is communicated to our employees as part of the mandatory induction process and it is available to all stakeholders via the company's website and the intranet.**

**It is reviewed annually during management system reviews to ensure it is consistent with the company's mission and vision.**

Top Management, August 2023