

Environment, Sustainability and Climate Change Policy

1 Background and Policy

Senversa aims to create a workplace where sustainability and the environment are highly valued, and sustainable ways of conducting business are promoted and implemented. We recognise that best practice principles in environment, social and governance (ESG) are fundamental to our operational success.

Our key sustainability and environmental objectives include:

- Being environmentally responsible and accountable, meeting company, customer and community expectations for a sustainable future.
- Minimising ESG and climate risks by employing sustainable practices and technologies as well as minimising any environmental lifecycle impacts from our operations.
- Demonstrating an ongoing commitment to achieving net zero carbon emissions.

All employees and stakeholders are responsible and accountable for working together to implement sustainable practices and minimise impacts to the environment as far as practicable. Management, under direction of the Board, is responsible for all matters related to sustainability and environment under Senversa's control to demonstrate that sustainability is a part of our corporate culture.net zero carbon emissions.

2 Implementation

Senversa will implement and seek to continually improve systems and procedures by:

- Maintaining independent certification of net zero carbon emissions and ISO 14001 certification.
- Complying with all applicable environmental laws, regulations and standards.
 - Publicly disclosing our commitment to
- Identifying and minimising environmental and climate-related risks associated with our day-to-day activities.
- Utilising natural resources responsibly and, where possible, adapting to any identified climate change impacts to our business.
- Developing, implementing and monitoring objectives and targets for continuous improvement in environment and sustainability performance, including:
 - Measuring, reducing and offsetting any residual Scope 1 direct and Scope 2 indirect emissions. This includes maximising the use of renewable energy within our scope 2 emissions.
 - Identifying, measuring and working with our supply chain and employees to reduce Scope 3 emissions.
- Partnering with stakeholders, including clients and suppliers, that support our values and environmental and sustainability objectives.
- Providing information, instruction, training and supervision to our employees, empowering them to complete their jobs with regard to environmental and sustainability practices.
- Ensuring that any environmental incidents are promptly investigated, and actions taken to prevent recurrence.



- Providing the necessary resources, including suitable equipment, tools and training, to ensure that the objectives and targets derived from this policy are achieved.

Senversa Board Chair:

Melissa Porter

Date: November 2025