



Powerhouse Ventures Limited (PVL) SUSTAINABILITY POLICY

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In line with a firm belief in our values and corporate vision, PVL is committed to ensuring it pursues sustainable development principles. PVL will strive for this alignment in its own operations and also through its wider portfolio of investee companies. Through our focus on science, innovation and brilliant ideas, we will:

- implement and maintain ethical business practices and sound systems of corporate governance;
- integrate sustainable development considerations within our corporate decision-making processes;
- uphold fundamental human rights and respect cultures, customs and values in dealings with employees and all those people who are affected by our corporate and investment activities;
- implement risk management strategies based on valid data and sound science;
- seek continual improvement of our health, safety and environmental performance;
- contribute to conservation of biodiversity and appropriate land use;
- facilitate and encourage responsible product design, use, re-use, recycling and disposal of products;
- through innovation, contribute to the social and economic development of the communities in which we operate; and
- implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

This Policy provides a framework which empowers our people to act on behalf of PVL. In addition, investee companies within our portfolio will be encouraged to operate in accordance with the same framework, a process actively encouraged through our Investor Directors involved on various Boards.

We know that by pursuing the above objectives, PVL will be in a position to positively affect not only the communities in which we operate, but potentially the planet.

This Policy will be supported by an integrated PVL management system that is maintained and reviewed by the Company Secretary. Performance against this policy will be reported in our annual Sustainability Report, contained within our Annual Report.