



# Environmental and Social Responsibility Policy

**Atlas Arteria Limited**  
**Atlas Arteria International Limited**

# Environmental and Social Responsibility Policy

## Introduction

At Atlas Arteria, we are committed to playing a positive role in society and creating long-term value for our stakeholders. For investors, customers, employees and communities, we take our responsibilities seriously, embedding sustainable business practices as core to our business and growth.

Our priorities and objectives:

- **Safety:** whether working or travelling with us, safety is our primary focus, and we take action to achieve our goal of zero harm.
- **Customers and Community:** We focus on the customer experience, providing safer, faster transport options that make life easier, and we contribute to the communities in which we serve.
- **Environmental stewardship:** we actively manage our environmental (including climate-related) impacts, provide solutions that enable customers to minimise their footprint and contribute to a low-carbon future.
- **Our People:** we develop inclusive work environments, fostering an engaged, collaborative and diverse workforce towards business success, and we stand against all forms of modern slavery and corruption.

We also aim to ensure that our suppliers act in accordance with our values and standards. Our expectations of suppliers are set out in our Supplier Code of Conduct.

## Policy Statement

Atlas Arteria recognises the importance of identifying, assessing and managing material environmental and social risks as an integral part of conducting business. Environmental and social issues can have commercial, reputational and regulatory impacts on our business and can affect the communities in which we operate.

Material incidents and breaches of this policy will be escalated to the Atlas Arteria CEO and the Atlas Arteria Boards. In the case of Atlas Arteria Staff, a breach may result in disciplinary action, up to and including termination of employment.

In this policy, references to environment includes climate-related issues.

## Businesses

Across our businesses, Atlas Arteria is committed to the following measures:

- Each business will maintain its own environmental and social risk management framework, commensurate with its risk profile.
- Environmental performance of each Atlas Arteria business is communicated to the Boards through the CEO Reports and as part of the annual reporting process.
- Major environmental and social incidents are reported to the Atlas Arteria Boards within 24 hours of occurrence.
- Compliance with regulatory requirements relating to environmental and social matters.
- Environmental and social risks will be included in the material provided to the Atlas Arteria Board for major financial business decisions.

## Investments

Atlas Arteria aims to invest in businesses that regard environmental and social issues as a high priority and are committed to complying with all regulations and engaging responsibly with the communities in which we operate. Accordingly, the following apply to all actual or potential Atlas Arteria investments:

- Potential investments will be screened for environmental and social risks.
- Environmental and social risks will be included as part of the independent due diligence performed on all potential investments.
- The results of environmental and social due diligence will be included in the investment proposal being presented to the Atlas Arteria Board for consideration.

## Stakeholder Communications

Atlas Arteria recognises the importance of monitoring and reporting on our progress in achieving our environmental and social responsibility objectives through regular reporting and in response to adhoc stakeholder requests.

## Responsibility

The Atlas Arteria CEO has ultimate responsibility for compliance by Atlas Arteria staff with this policy.

The Atlas Arteria General Counsel is responsible for monitoring compliance with this policy and promoting Atlas Arteria staff understanding of its requirements.

Any breaches of this policy should be reported in the first instance to the Atlas Arteria General Counsel who will escalate to the Atlas Arteria Boards after consultation with the Atlas Arteria CEO (who will

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determine the appropriate method and timing for escalation).

Major incidents will be reported to the Atlas Arteria Boards within 24 hours of notification being received of such an occurrence.

The CFO is responsible for preparing Atlas Arteria's environmental and social responsibility reporting, including Atlas Arteria's annual Sustainability Report and responding to adhoc requests from investors and ESG agencies.

## Review

This policy will be reviewed once every two years and submitted to the Atlas Arteria Boards for approval.

## Policy Application

For the purposes of this document **Atlas Arteria** means Atlas Arteria Limited ACN 141 075 201 and Atlas Arteria International Limited Registration number 43828 and their controlled entities.

This policy applies to the directors on the boards of Atlas Arteria and to employees, contractors and consultants of Atlas Arteria (**Atlas Arteria Staff**).

## Contacts

The Atlas Arteria General Counsel should be contacted for any assistance or guidance in respect of the matters covered by this policy.