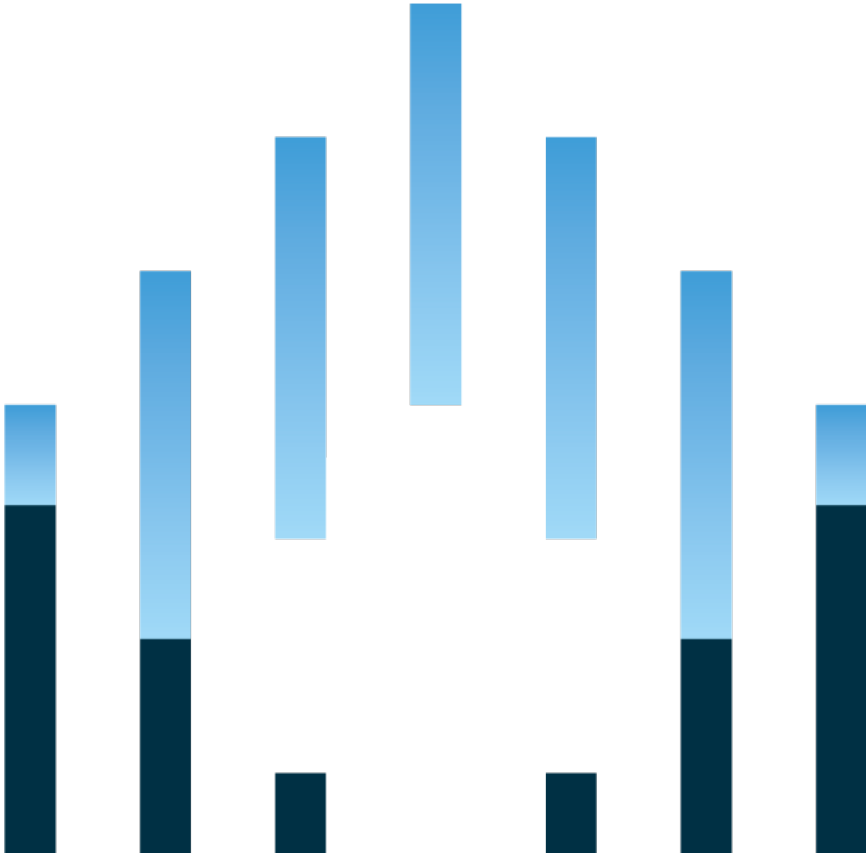


Palisade Integrated Management Services

ENVIRONMENTAL SOCIAL GOVERNANCE (ESG)



ENVIRONMENTAL SOCIAL GOVERNANCE (ESG)

A SHARED VISION FOR THE SUSTAINABLE PERFORMANCE OF OUR ASSETS

Environment

The responsible management of environmental issues specific to our assets and the surrounding ecosystems so as to minimise the impact on the environment from our business activities

Social

Positive interaction with all stakeholders including employees, regulators, government, contractors, suppliers, customers and the local communities within which we operate

Governance

Governance practices and processes including audit, risk management, compliance and business continuity planning are integral to the efficient management of our assets, the protection of shareholder value and the mitigation of business risk

ESG - OUR CHARTER

Environmental

- Minimise our use of energy by adopting energy efficient lighting & appliances
- Ensure compliance with our EPA licenses and statutory obligations
- Correctly store, use and dispose of any hazardous substances
- Commit to the recycling of waste products

Social

- Provide a flexible, inclusive, supportive, healthy and safe work environment
- Encourage the education, training and development of our people
- Be respectful and encourage diversity amongst our staff clients and suppliers
- Support community events and staff who perform charity work

Governance

- Apply best practise business risk management processes and review regularly
- Regularly audit our businesses for compliance with standards and community expectations
- Work with our service providers to ensure PIM's ESG principles are implemented