

JTH Asset Management Pty Ltd are committed to fostering a sustainable future by integrating environmental, social, and economic considerations into our operations and decision-making processes. This policy is a cornerstone of our long-term strategy. It is designed to guide our actions in reducing our carbon footprint, conserving resources, and promoting sustainable practices throughout our organisation.

All employees, partners, and stakeholders are expected to adhere to this Sustainability Policy and contribute to our goals of environmental stewardship, social responsibility, and economic sustainability. This policy applies to all employees, contractors, suppliers, and other business partners.

We aim to achieve these policy objectives by:

- Complying with applicable law across all JTH operations.
- Communicating and promoting awareness of our sustainability policy and initiatives.
- Working towards the conservation of energy, water and resources in all our operations.
- Fostering a sustainably aware culture, where responsibility is assigned and acknowledged.
- Reducing our environmental impact by purchasing environmentally friendly products and services.
- Conserving natural resources and reduce waste through efficient practices and innovative solutions.
- Promoting social responsibility through fair labour practices and enhancing community well-being.
- Reducing of our carbon footprint and working toward reaching our aim of Net Zero GHG emissions.
- Selecting suppliers who are committed to environmental stewardship and sustainable practices.
- Implementing waste reduction, recycling, and reusing practices to minimise landfill contributions.
- Regularly monitor and review our sustainability performance and this policy to ensure continuous improvement to align with best practices and evolving standards.

This policy statement shall be displayed at our JTH office in Mackay and is communicated to employees during our Safety Induction, and accessible via our Company website. We will review this policy periodically to ensure it remains relevant to the needs of the Company and our clients.

The directors of JTH Asset Management endorse this policy to confirm their personal commitment to creating a positive impact on our environment and future generations, this policy reflects our dedication to integrating environmental responsibility and sustainability into every facet of our operations.

JTH IS COMMITTED TO MAINTAINING A SAFE AND SUSTAINABLE ENVIRONMENT THROUGH  
RESPONSIBLE MANAGEMENT

**Jason Trannore** | Director

**Dan Hollis** | Director

*Always refer to SharePoint for the latest version*

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