

Environmental Social & Governance (ESG) Policy

Palisade Integrated Management Services

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Palisade Integrated Management Services Pty Ltd

Environmental Social and Governance (ESG) Policy

Palisade Integrated Management Services (PIMS) is committed to achieving excellence in ESG management and reporting by integrating ESG into all aspects of the assets we manage, with a focus on practical, impact-based outcomes and championing ESG as the right thing to do.

This will be achieved by:

Environment

- Recognising that environmental management is a business priority that should be integrated into all business processes from the purchase of goods to the provision of asset management services
- Conducting all activities in a manner consistent with the principles of sustainable management and caring for the environment
- Developing an environmentally aware culture by demonstrating management commitment, and providing the time and resources to educate and train employees and contractors
- Identifying and minimising risks, including those that may be brought about by climate change, by continuously assessing, controlling and monitoring environmental aspects and impacts
- Minimising our resource usage (energy, water and waste) and seeking to reduce our greenhouse gas emissions and carbon footprint
- Complying with all relevant environmental legislation, regulations, codes of practice and standards

Social

- Providing a flexible, inclusive, supportive, healthy and safe work environment and developing close relationships with our employees and contractors
- Encouraging the education, training and development of our people
- Being respectful and encouraging diversity and alternate perspectives amongst our staff, clients and suppliers
- Having a positive impact on the communities in which we operate
- Recognising that First Nations people are the original custodians of our land and ensuring that all other cultural heritage is protected on our operating sites
- Providing workplace flexibility to employees who perform charitable and community work
- By acting to prevent modern slavery within the supply chains of our operations and those of our service providers

Governance

- Conducting business ethically and implementing appropriate corporate governance practices
- Applying best practice business risk management processes which are reviewed regularly
- Regularly auditing our businesses for compliance with standards and community expectations
- Working with our service providers to ensure that PIMS' ESG expectations are embedded in their day-to-day operations
- Recognising that cyber security is a threat to the operations of our assets and ensuring that appropriate systems, policies, and training are implemented to minimise this threat
- Implementing an electronic compliance management system that ensures all regulatory and contractual obligations are complied with
- Ensuring each asset has clear ESG objectives including setting targets with a view to demonstrating year on year improvement in ESG performance