

# Environment and Sustainability Policy

## Purpose

The purpose of Marinus Link Pty Ltd (MLPL) is to interconnect Australia's renewable energy for future generations. We design, construct and operate electricity transmission infrastructure to a high environmental standard, embed sustainability principles across our entire organisation and foster a culture of innovation, excellence and continuous improvement. Our environmental and sustainability objectives are to create a positive legacy by keeping our planet healthy, creating and contributing to prosperous communities, and being a trusted organisation. In doing this we act with transparency, integrity and accountability.

## Scope

This policy applies to the MLPL Board and Executive Management Team, our employees, contractors and service providers whilst engaged in activities undertaken as part of their work with MLPL. We commit to working together to achieve the following outcomes.

### Integrate environment and sustainability principles into our activities over the entire lifecycle of our assets to:

- Minimise our environmental footprint and promote biodiversity;
- Manage our resources efficiently including adopting sustainable procurement practices and addressing supply chain sustainability risks and opportunities;
- Strengthen our actions on climate change;
- Strengthen relationships by listening, understanding and learning from First Peoples and become informed about the Country we operate within, so that we can preserve its value;
- Understand local community needs and work with governments and local partners to build resilience and leave a positive legacy;
- Facilitate pathways to inclusive employment that support the renewable energy transformation; and
- Deliver affordable energy.

## Our Policy Principles

We apply the following policy principles to environment and sustainability:

**Fulfil compliance obligations** – Meet and where possible exceed our legislative and compliance requirements through the proactive identification and management of environmental,

cultural heritage and sustainability risks throughout the lifecycle of our assets and activities, to reduce the potential of harm to both human health and the environment.

**Implement robust management systems** – Ensure our environmental and sustainability management systems are developed and implemented, to provide the necessary tools to enable compliance with applicable statutory obligations, standards, codes of practices and other regulatory requirements.

**Make equitable decisions** – Make decisions that equitably meet the needs of the present without compromising the ability of future generations to meet their own needs.

**Support our workforce** – Ensure our team members are adequately aware, consulted, trained and competent to meet, contribute to and implement the requirements of this policy, and work respectfully with all stakeholders.

**Create a positive workplace** – Create and maintain a safe, diverse, inclusive and collaborative working culture that empowers our people to make responsible and proactive choices when managing and reducing potential risks of harm to people and the planet.

**Regularly review our performance** – Monitor and review our environmental and sustainability performance, objectives, priorities and targets through robust governance oversight and adjust them accordingly to ensure continuous improvement in line with global best practice.

## Compliance

All MLPL employees, contractors and service providers are responsible for complying with this Policy and any breaches will be treated seriously and may result in disciplinary action or contractor performance management being undertaken.

## Administration of this policy

This policy is administered by the Governance and Compliance team and will be reviewed and approved every two years or updated where applicable.

*Stephanie McGregor*

**Stephanie McGregor**  
Chief Executive Officer  
Marinus Link Pty Ltd

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