



ENVIRONMENTAL POLICY

Purpose

Snowy Hydro is committed to protecting the environment from harm arising from its business operations and will demonstrate this through actions based on the following principles and beliefs:

Statement

Protecting the environment from harm is important and worthwhile for environmental, economic and social reasons.

Complying with environmental legislation and regulatory requirements is the minimum standard we will meet.

Continually improving our systems and on ground practices is critical to achieving our commitment and is underpinned by:

- an evidence based understanding of our impacts on the environment in which we operate;
- setting clear objectives and targets;
- ensuring appropriate resources, skills and practices for our workforce and contractors;
- monitoring results and adjusting practices when required.

By openly communicating on our progress and performance we will demonstrate our commitment and capability.

The Company is committed to Environmental, Social and Governance (ESG) principles. Our business performance depends on the wellbeing of people (employees, customers and community), long term environmental stewardship and best practice corporate governance.

Accountability

Managers and Supervisors:

- ensuring and providing opportunities for employees and contractors to acquire and maintain the skills, and
- knowledge necessary to carry out work in line with our environmental principles; and
- leading continual improvement and identifying opportunities to improve environmental performance and management efficiency.

All employees and contractors:

- being aware of and accountable for their own actions and contribution to environmental performance;
- identifying, assessing and controlling environmental hazards, managing risks and communicating whenever necessary;
- reporting all incidents promptly and fully;
- ensuring they acquire and maintain the skills and knowledge necessary to carry out work in line with our environmental principles; and
- adhering to environmental procedures and providing feedback on their efficiency and effectiveness.

A handwritten signature in black ink, appearing to read "Paul Broad".

Paul Broad

Chief Executive Officer (on behalf of the Board)

Snowy Hydro Limited

2nd February 2022