

1. Purpose

This policy outlines the commitment of ARB Corporation Ltd and its subsidiaries (the ARB Group) to conducting business in an environmentally aware and responsible manner, and to minimising the impacts of its activities on the environment.

The policy applies to all who work for the ARB Group and contains core requirements that must be complied with by its employees, contractors, and directors.

2. Core Requirements

The ARB Group commits to:

- Continual improvement in environmental performance by adhering to the principles of efficient production, pollution prevention, and effective management of waste streams.
- Ensuring the environment is a consideration when determining corporate strategies and implementing procurement choices.
- Environmental management systems are established and maintained by the ARB Group to achieve key objectives as they relate to both the business of the ARB Group and the environment.
- Complying with environmental regulatory requirements.
- Identifying, monitoring, and responding to changes in legislative and compliance requirements which impact or are likely to impact the ARB business.
- Considering how ARB operations can potentially maximise the ability to reduce, recycle and or reuse waste products to reduce the environmental impact of ARB operations.

The future aim of the ARB Group is to establish measurable, achievable and meaningful environmental objectives and (e.g., emissions reduction, waste diversion, energy, and water efficiency) and to monitor progress against any established objectives on a regular basis. ARB Group works towards reducing the impact of its environmental footprint and to consider climate-related risks and opportunities as part of its business decision-making and planning.

3. General principles

- The ARB Group strives for a culture of continuous environmental improvement. Critical to achieving this objective is that staff understand and manage environmental risks with the goal of minimising or eliminating adverse environmental impacts.
- To achieve this, the ARB Group has implemented environmental objectives and programs to use resources efficiently and to minimise waste production. Where practicable the ARB Group redesigns products and processes to improve environmental performance and will commit sufficient resources to enable environmental objectives to be met.
- Environmental considerations will extend across the lifecycle of products and services, including design, sourcing, manufacturing, distribution, use, and end-of-life management, while also promoting sustainable procurement practices when engaging with suppliers and contractors, to meet appropriate and relevant environmental standards.
- Regular monitoring and reviews of environmental programs ensure compatibility with quality assurance and that occupational health and safety systems and environmental performance is monitored, audited, and periodically reported to management and relevant stakeholders.
- The ARB Group's environmental policy and programs are communicated to all employees including through compulsory learning and educational modules in ARBU. Stakeholders, including customers, contractors and suppliers will be made aware of the ARB Group's

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environmental policy and the policy will be made available to the public.

- The ARB Group will engage with government authorities, industry, and the community on environmental issues and sustainability initiatives where appropriate and as opportunities arise.

4. Environmental Management System

It is the responsibility of all ARB Group employees to consider the environmental impacts of the business as it affects their role and to take responsibility for implementing the ARB Group's environmental management measures.

Senior Leadership is accountable for the environmental performance of the ARB Group and will ensure appropriate governance, oversight, and resources are in place. Managers are responsible for implementing this policy within their areas of control.

The ARB Group's manufacturing sites will have formal environmental management systems in place and the ARB Group may seek formal accreditation from authorised bodies of any environmental management systems implemented by the ARB Group at the appropriate time. Further information is available in ARB's Management System Manual.

The environmental management system will align with ISO 14001 principles (as amended from time to time), including risk-based thinking, lifecycle considerations and pollution prevention.

Managers of non-manufacturing sites are required to review their business processes regularly and to implement appropriate measures to ensure their business operations are consistent with this policy.

Issues identified should be reported through event reporting systems to enable the sharing of information and the development and continuous improvement of appropriate systems across the ARB Group.

The ARB Group will implement processes to identify, report, and investigate environmental incidents and emergencies, ensuring timely response, mitigation of impacts, and prevention of recurrence.

5. Referral, Follow Up and Continuous Improvement

Any employee who identifies or reasonably suspects a breach of this policy, or an environmental risk or incident, must report it promptly to their manager or through the appropriate reporting channels and corrective and preventive actions will be implemented in response to the reported or identified risk or incident to address the root cause and prevent recurrence.

Managers are responsible for ensuring that agreed actions are tracked to completion, verified for effectiveness, and appropriately documented.

Significant environmental incidents or systemic issues will be escalated to senior management, with outcomes used to inform improvements to education, processes, controls, and the environmental management system with lessons learned from incidents and investigations communicated across the ARB Group to support continuous improvement and risk reduction.

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Signature:	<u><i>Lachlan McCann</i></u>	Date:	<u>16th July 2026</u>

Breach of this policy may result in disciplinary action being taken by the ARB Group. Such disciplinary action may in certain circumstances result in termination of employment including termination without notice.

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