

Environment & Sustainability Policy

Interactive Pty Ltd and its subsidiaries (Interactive) is a leading provider of Cloud, Cyber and Systems services. Interactive's purpose is to keep technology human its vision to be our customer's trusted technology partner. We recognise our responsibility to minimise the impact our business has on the environment and to promote a sustainable future for our business, our people and the environment. To support this intent while promoting a sustainable future, Interactive has established an Environment Management System (EMS). Our EMS is planned, developed, and implemented to be appropriate to the nature, scale and environmental impact of our activities, products and services.

Our framework for establishing the EMS is based on the ISO 14001 Environment Management Systems standard and we aim to comply and apply continual improvement to the management systems in the following ways:

- **Culture:** Our policy serves as our commitment for fostering a sustainable, environmentally aware culture, managing environmental risks effectively and implementing a robust environment management system as our foundation framework. Our environment and sustainability policy is integrated into our operations, with a commitment to pollution prevention and meeting our environmental objectives as an organisation.
- **Risk Management:** We are committed to the prevention of pollution and reducing environmental risks as far as reasonably practical. We regularly identify and assess environmental aspects and risks associated with our operational activities. This encompasses the review and implementation of effective controls to eliminate or minimise these risks.
- **Compliance:** We are committed to complying with all relevant environmental laws, regulations, and other requirements including standards applicable to our operations. We regularly review and update our processes to ensure continued compliance.
- **Training:** We are committed to providing ongoing training and appropriate resources to ensure that our people possess the necessary skills and knowledge necessary for maintaining an environmentally sustainable working environment.
- **Managing Incidents:** We encourage the reporting of all environmental incidents and hazardous conditions. We investigate environmental incidents promptly, including root cause identification, to implement effective controls to prevent recurrence. Lessons learned from incidents are used to improve our Environmental Management System.
- **Emergency Response:** We are committed to developing and implementing procedures for responding effectively to environmental emergencies. Regular drills and training are conducted to ensure our people are familiar with emergency procedures and can respond effectively. Emergency response plans and procedures are communicated and regularly reviewed.
- **Performance Measurement:** We are committed to maintaining processes for monitoring, measuring and evaluating our environmental performance. This includes regular management

reviews to assess the effectiveness of the environmental management system and identifying areas for improvement.

- **Continuous Improvement:** We are committed to the continual improvement of our Environmental Management System. This involves regularly reviewing policies and procedures, monitoring performance on environmental objectives and targets, learning from any incidents, and implementing corrective actions to enhance our overall environmental performance.

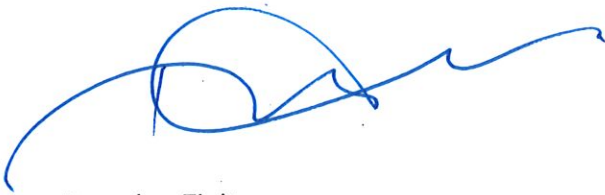
This policy is updated annually and is communicated and made available to interested parties including our employees, customers, suppliers, vendors and partners.

Scope

This policy applies and addresses environmental aspects, impacts and risks over which Interactive has direct control and also those over which Interactive can exert influence as a user of goods and services.

EMS Objectives

Our environmental objectives are to prevent pollution and therefore reduce risk across our operations, comply with legislation, focus on sustainable resource use (energy, water, consumables, and materials), climate change mitigation, protection of ecosystems as much as practicable associated with our operations and ensure that our board is kept informed of our risk and compliance activities. We are committed as part of our objectives to working with our suppliers, clients, and other stakeholders to reduce their environmental footprint. We review our environmental objectives and targets to continually improve our environmental performance. These objectives are measured, monitored, and communicated throughout the organisation.



Brendan Fleiter
Chief Executive Officer

Document History & Approval

Date	Description	Author	Approvers
22 March 2024	Updated to align with ISO 14001	Merylee Crockett, Chief People Officer	Brendan Fleiter, Chief Executive Officer