

Sustainability Report

EMECO HOLDINGS LIMITED (ACN 112 188 815)

1. Emeco's commitment to sustainability

This is the Sustainability Report for Emeco Holdings Limited and its related bodies corporate (Emeco or the Company) covering the financial year ending 30 June 2024 (FY24).

Throughout FY24, Emeco maintained a strong commitment to our people and systems, and to the environment and communities in which we conduct business. This report presents some of the actions taken and metrics monitored by Emeco, reflective of our aspirations to achieve longevity for our business and develop our social licence to operate.

1.1 Report boundary

References to Emeco in this report cover all Emeco's operations, except where explicitly stated otherwise. Table 1 provides an overview of our operational footprint during FY24.

Table 1

4x States	7x Workshops	2x Warehouses and Distribution Centres	Field Service Coverage
Western Australia Queensland New South Wales South Australia	Perth (2) Kalgoorlie Port Hedland Newman Mackay (2)	Perth Mackay	WA QLD

1.2 Our stakeholders

Table 2 sets out Emeco's key stakeholder groups and how Emeco engages with those stakeholders, relevant topics, and concerns. These topics are addressed throughout the report.

Table 2 Stakeholder engagement

Stakeholder Group	Methods of engagement	Topics and concerns
Investors and proxy advisors	Investor relations meetings and calls, investor conferences, semi-annual financial performance reporting, annual general meeting, email communications	- Company performance - Strategy and outlook - Financial and non-financial risk mitigation - Capital management - Corporate governance - ESG objectives – including climate change - Executive remuneration

Stakeholder Group	Methods of engagement	Topics and concerns
Customers	Meetings, emails, phone calls, management meetings, monthly site meetings, tender processes, site visits Our engagement with customers is through a multi-level relationship approach, from the Managing Director/CEO to operational site-based staff	• Safety • Contract terms and conditions • Customer requirements • Customer future needs • Emeco performance • ESG objectives – including climate change
Employees	In person, survey, email communications, Emeco's intranet, inductions, in-house training, staff and safety meetings, HR communications	• Job security, remuneration and benefits • Safety, health and risk management • Training and development • Work prioritisation • Company performance, outlook and strategy • Performance reviews
Suppliers	Supply related enquiries, tender and/ or quote responses Emeco continues to enhance our relationship with key suppliers	• Supply chain opportunities and/or issues • Security of supply • Pricing and discounts • Contractual terms and conditions • Modern slavery
Financiers and Rating Agencies	Financier meetings and calls, semi-annual financial performance reporting, email communications	• Company performance • Strategy and outlook • Financial and non-financial risk mitigation • Capital management • Corporate governance • ESG objectives – including climate change

2. Material sustainability risks

Emeco identifies and manages material exposures to risks having the potential to affect the sustainability of our business, including economic, environmental, reputational, legal, social, and health and safety risks.

2.1 Economic

Emeco's material economic and business risks are outlined in the Business Risks statement within this annual report.

2.2 Environmental

Emeco conducts its operational activities in a manner which endeavours to minimise environmental impacts. The Company has in place policies and procedures on waste management to ensure compliance with environmental protection legislation. Environmental risk inspections are undertaken across our operations. Environmental hazards, including pollutants, hazardous chemicals, noise, and respiratory irritants, are monitored through health surveillance procedures. A copy of Emeco's Environmental Management Policy is available on the Company's website.

We have adopted a “measure to manage” philosophy to improve our understanding of our risks and we are taking steps to engage with our industry partners (suppliers, customers, etc.) on Emeco’s environmental impacts and considerations.

During FY24 we developed our first Climate Change Position Statement, included at the end of Section 4. We also commenced measuring our carbon footprint i.e. greenhouse gas (GHG) emissions from our operations. Section 4 shares some of our preliminary emissions estimates, which will be refined and added to as we collect more data and develop our calculation methodology. This work is also in preparation for climate change reporting possibly becoming legislated under the proposed regime known as the *Treasury Laws Amendment (Financial Market Infrastructure and Other Measures) Bill 2024* (Cth), which would adopt the Australian Sustainability Reporting Standards (ASRS).

2.3 Social

Emeco is committed to providing a safe and inclusive workplace that attracts, retains, and develops people. We invest in training and resources for employees on health, safety, wellbeing and upskilling.

Emeco identifies health and safety threats to the workforce and community as a material social risk, which we actively seek to minimise.

Significant risks in Emeco’s operations that could result in serious injury or fatality have been identified and categorised into a number of focus areas that are managed by Emeco’s Core Risk Control Protocols. These protocols are supported by Emeco’s Lifesaving Rules.

Further details on Emeco’s people and safety are included in Section 3.

2.4 Supply chain

In FY24, Emeco embarked on a journey to reshape our supply chain and procurement function to a more centralised structure. Our objective is to gain efficiencies through standardising practices across all business units, clearly categorising the goods and services we purchase, and rationalising our supplier base. Emeco is committed to increasing our maturity in how we manage key supply arrangements.

We have identified our major suppliers within our supply chain and are working to define and strengthen relationships with our preferred suppliers. Additionally, we are working to reduce reliance on reactive purchasing from a large number of suppliers, instead focusing on purchasing from a smaller, more proactively managed pool. We believe that improved governance and efficiency of our procure-to-pay process can be achieved by consolidating our supplier base and putting a greater portion of our spend under negotiated supply contracts.

To meaningfully grow our engagement with First Nations people and develop our social licence to operate, we are informing ourselves as to existing and potential suppliers that are First Nations owned or operated, or that source for First Nations businesses. We have identified and included such suppliers among our preferred suppliers for labour hire, industrial hardware, and stationery, and continue to seek further opportunities.

2.5 Modern slavery

Emeco is committed to continuously improving our human rights and modern slavery governance framework, in order to create meaningful value and be a partner of choice in our industry. We assess and seek to mitigate risks of modern slavery in our operations and supply chain. Periodic analysis of our supplier pool and spend profile has consistently indicated that the risk of modern slavery for Emeco is relatively low. This analysis will continue at regular intervals, to assist us to identify, monitor, and develop mitigating actions in relation to, any spend categories, suppliers or supplier groups associated with heightened modern slavery risk factors.

Each year, in accordance with reporting requirements under the Modern Slavery Act 2018 (Cth), Emeco publishes a modern slavery statement summarising the Group’s actions in this area. Prior years’ statements are available on the Company’s website. Our FY24 modern slavery statement will be published during FY25.

2.6 Technology

We continue to prioritise investments across Information Technology (IT), Business Systems & Intelligence, Digital Transformation, and Operational Technology (OT). This focus is necessary for us to shape a resilient, modern and digital enterprise, with capabilities and processes for our people and assets to deliver their best for our customers every day. Our FY25 priorities for IT and Digital Transformation are centred around driving business value and operational efficiency. Our projects to modernise our Enterprise Resource Planning (ERP) system and our Field Service business are a key component of this strategy.

We continue to advance our OT fleet health solution and condition monitoring capability with machine learning algorithms to enable real-time data analysis and predictive maintenance, allowing us to protect our assets, improve machine performance and safety, and deliver a superior outcome for our customers. We also offer our Emeco Operating System (EOS) OT Platform to customers as a tool to manage their fleet, raising opportunities to improve performance and safety, and reduce inefficient fuel burn and associated emissions. As of June 2024, we have EOS installed on nearly 300 machines, of which around 100 installations were completed during 2H24; and around 100 more installations are planned for FY25.

3. People

3.1 Health and safety

Ensuring the safety of our workers is our highest priority. We are committed to creating a safe and healthy work environment by implementing comprehensive safety and health processes, providing regular training, and fostering a culture of awareness and responsibility. Every worker has the right to work in a safe and supportive setting. We strive to uphold the highest standards of safety to protect our most valuable asset – our people.

Our priorities align with the key objectives of our HSE strategy which aims to adopt the principles which embed safety in the workplace. We believe a safe workplace is the foundation of a strong organisation. To this end, we have established health and safety protocols that are regularly reviewed and updated in keeping with industry standards and regulations.

Emeco has developed a Health, Safety, Environment and Training (HSET) Strategic Plan (HSET Plan) that is overseen by Emeco's General Manager HSET and representatives of the HSET Leadership Team, who are responsible for the execution of the Plan. The Plan brings focus to our safety culture, improving the physical safety of our workplaces and systems of work. Emeco has completed a review of the Company's Critical Risks and associated documentation including Critical Risk Protocols and Critical Control Verification Tools.

Emeco has a significant focus on eliminating risks which could lead to a fatality or serious incident, with a laser focus on disciplined safety fundamentals which include the ongoing implementation of Critical Control Verification Processes across the Group. The rollout phase of the Critical Risk Verification Programme has continued across Emeco's rental and workshops divisions.

3.2 Risk management

We safeguard our people, reputation, assets, and the environment by understanding and managing risk, as well as ensuring that we identify opportunities to best serve the long-term interest of all our stakeholders.

Risk management at Emeco, including specific elements of financial risk management, is overseen by the Board through the Audit and Risk Management Committee, which is chaired by an independent non-executive director.

The Committee operates in accordance with an approved Charter and assists the Board with overseeing and monitoring the Company's risk management system.

The Committee is tasked with periodically reviewing, and suggesting any necessary amendments to, the Company's risk management framework, risk register and risk appetite positions.

To provide a safe place of work, significant effort goes into ensuring workplace hazards are recognised and the risks posed by these hazards are managed. We focus effort on the most significant hazards and the activities, systems and hardware that are used to control people's exposure to these hazards. This effort is guided by

a safe system of work that encompasses the policies, standards, processes, and procedures that provide direction and guidance to our people on how work is to be done with a particular focus on the critical controls.

3.3 Safety performance

The ultimate success in achieving a zero-harm workplace depends on the engagement of Emeco's people. We continue investing in training and development of our personnel, to enhance our capabilities as an organisation including with respect to safety performance.

In FY24:

- The Total Recordable Injury Frequency Rate (**TRIFR**) was 2.8, down from 3.2¹ in FY23.
- The Lost Time injury frequency rate (**LTIFR**) was 0.0 as of June 2024.
- There were no fatalities recorded across the Group's operations.

Table 3: Safety performance frequency rate measures

	TRIFR	LTIFR	RWIFR²	MTIFR³
FY24	2.8	0.0	0.3	2.3
FY23	3.2	0.3	0.3	2.3

Table 4: Five years of average annual LTIFR & TRIFR performance

	FY24	FY23	FY22	FY21	FY20
LTIFR	0.0	0.3	0.0	0.0	0.0
TRIFR	2.8	3.2 ⁽¹⁾	1.9	2.1	2.9

3.4 Training management

Training is the cornerstone of our health and safety strategy. We provide ongoing education and training programmes to ensure that all workers are well-versed in safety practices and procedures. This includes initial training for new workers and also continuous learning opportunities.

Enhancing the rigour and capacity of our training programmes is crucial for improving health and safety performance by ensuring that employees are well-equipped with the necessary knowledge and skills to identify and mitigate risks effectively. Detailed reviews have been undertaken of each work area's training needs, to ensure the training reflects the requirements of our workforce and our business. We continue to review, standardise and deliver training programmes associated with the identification and control of hazards, including Job Safety Analysis and Hazard Identification and Risk Management.

To ensure workers arrive on site job ready, face to face or classroom Maintenance Inductions are held each week. This induction includes general maintenance information, verification of competency on specific equipment and training in Emeco's safety systems.

Emeco's HSET Plan brings focus to our safety culture, and in FY24 drove the development and implementation of the following:

- Updated operational training requirements across all business units, and equipment specific operator training manuals.
- Statutory Supervisor Training.
- Theory assessments for Safe Work Method Statements.
- Internal Safety Management Systems Audits at multiple sites.
- Compliance Planners, centralised and tailored to individual business units, for scheduling and tracking activities required to ensure compliance with HSET laws and regulations.
- New internal document management system, with enhanced features for document sharing and version control.
- Updated Psychosocial Harms Policy and associated Management Plan.
- Monthly Health Toolbox Topics introduced at pre-start meetings.
- Critical Risk Verification Programme rolled out at multiple sites.

3.5 People and culture

People are key to Emeco's success. With changing market forces and the demand for skilled labour increasing, Emeco continues to invest in developing the skills of employees to not only aid our business, but to also benefit employees. Emeco believes that this approach will reaffirm and maintain its position as an employer of choice.

¹ FY23 TRIFR has been restated from 2.9 to 3.2 due to a correction.

² Restricted Work Injury Frequency Rate.

³ Medically Treated Injury Frequency Rate.

Our apprenticeships programme, and upskilling of employees in general, remain an important focus for Emeco. We work towards having up to two waves of apprentice intakes each year. During FY24, around 34 apprentices commenced their training with us, and around 19 apprentices completed their training. At the end of FY24, we have approximately 90 apprentices progressing through their training.

In FY24, we developed our inaugural Reconciliation Action Plan and registered this with Reconciliation Australia as a “Reflect” RAP. This initial RAP set out our priority actions for the 18-month period from August 2023

to February 2025. We are undertaking the planned activities, and we will formulate our next RAP based on progress made and feedback received with respect to the initial RAP.

Our People & Culture team drive our Community Grants programme where employees can refer community groups for consideration to receive grants to help fund the groups’ activities. The programme launched in FY21 and has been making modest contributions to community causes which our employees identify as being meaningful to them. The grants totalled approximately \$120,000 in FY24, up from approximately \$62,000 in FY23. Our criteria for giving have, so far, focused on projects presented as promoting youth and junior sports and physical activity, or caring for mental wellbeing of our workers and families.

Myosh, a health and safety management platform used by Emeco, enables the capture of a variety of workplace interactions. During FY24 we developed a “People and Workplace Culture Discussion” module and added this as a type of interaction we wanted to record and learn from. The new module consists of a set of questions to serve as a prompt and a guide for managers when checking in with team members, with the objective to encourage our teams to consider workplace culture as an integral contributor and driver of health and safety. The guide is centred around our core values of accountability for and pride in our work, communication, growth, family and teamwork.

Our General Manager of People & Culture visits our operational sites regularly, to run leadership development sessions for teams and individuals across the business, as well as reinforcing the strategy, vision and values Emeco is striving to achieve. During FY24, 13 such visits were made, including to Queensland, South Australia, and the Kalgoorlie and Port Hedland areas of Western Australia, with 34 leadership development sessions conducted.

3.6 Workforce profile

Emeco’s workforce reduced during FY24 mainly due to divestment of the PNP underground mining services business, which resulted in the transfer of around 220 employees from Emeco to Macmahon. Our total workforce numbers moved from 1193 at 30 June 2023 to 942 at 30 June 2024, down 21% (Table 5).

In FY24 our focus was on the retention and growth of our permanent, skilled workforce. We recognise that workforce stability and quality are essential to fostering a positive workplace culture, which is crucial for delivering exceptional service to our customers and creating value for our investors and the communities we operate in. Our ongoing efforts are directed towards reducing dependency on subcontracted labour by attracting, retaining and developing a quality permanent workforce.

Detailed below are numbers of employees at FY24 year end.

Table 5: Workforce by contract type

	Full time	Part time	Casual	Total
FY24	832	15	95	942
FY23	1133	14	46	1193

Table 6: Workforce by job classification, gender and age

Job classification	Total	Gender		Age (years)			
		Female	Male	< 30	31-40	41-50	51+
CEO	1	0	1	0	0	0	1
Key Management Personnel	1	1	0	0	0	0	1
General Managers and Senior Managers	22	4	18	0	5	11	6
Other Managers	50	4	46	1	17	19	13
Professionals	113	32	81	16	43	28	26
Sales	8	1	7	0	2	2	4

Clerical & Administrative	84	74	10	31	26	16	11
Technicians and Trades	528	6	522	151	187	120	70
Apprentices and Trainees	90	2	88	82	6	2	0
Machinery Operators & Drivers	23	2	21	4	6	6	7
Labourers	22	0	22	6	6	7	3
Total	942	126	816	291	298	211	142

Diversity

At Emeco, we value and embrace diversity and inclusion as fundamental pillars of our organisational culture. We believe that a diverse workforce, inclusive of various backgrounds, perspectives, and experiences, fosters innovation, enhances decision making, and drives business success.

Our commitment to creating an inclusive environment ensures that every team member feels respected, valued and empowered to contribute to their fullest potential.

Each year Emeco's Board sets measurable objectives to achieve workplace diversity. These are aimed at building a diverse workforce and promoting diversity and inclusion in the workplace.

At Board level, gender diversity remains a priority when considering changes to the Board's composition, with Emeco aiming to meet gender diversity objectives set out in the ASX Corporate Governance Principles and Recommendations. During FY24, the Board appointed a female non-executive director, Ms Sarah Adam-Gedge, with effect from 1 October 2023.

Overall, women represent 13.4% of our total workforce (Table 6), and 44.9% of non-technical roles, at the end of FY24. Women made up 13.5% of new starters across all roles, and 48.9% of new starters in non-trade/technical roles, during FY24. Female representation at senior management levels is 20.8%.

Where an employee self-identifies as having family heritage from Australia's First Nations people, we record this information. Based on available information, around 2.6% of our workforce identify as First Nations.

Workplace Gender Equality Agency report

In accordance with the requirements of the Workplace Gender Equality Act 2012 (Cth), Emeco's Workplace Gender Equality Agency report is submitted by the required dates. The public reports are available in the sustainability section of Emeco's website. Emeco's FY24 report was submitted in line with WGEA reporting requirements.

4. Greenhouse gas (GHG) emissions – preliminary estimates

With respect to GHG emissions, Emeco has adopted definitions set out in the National Greenhouse and Energy Reporting Scheme and summarised below:

Scope 1 emissions are emissions released into the atmosphere as a direct result of the activities at an organisation's facilities.

Scope 2 emissions for a facility represent emissions that are released outside the facility boundary to produce electricity that is imported into the facility and used.

Scope 3 emissions are indirect emissions other than Scope 2 emissions. These occur outside the boundary of an organisation as a result of the organisation's actions.

During FY24, we gathered energy consumption data and calculated our Scope 1 and Scope 2 emissions for FY23 and FY24. FY23 is our base year. Emeco is below the threshold for mandatory reporting under the National Greenhouse and Energy Reporting (NGER) Scheme, as evidenced by our modest levels of Scope 1 and Scope 2 emissions outlined in Tables 7 and 9. Higher levels of emissions have been identified across our value chain, and we are developing methodologies with our customers and suppliers to refine our estimates of Scope 3 emissions.

4.1 Scope 1 emissions

We assessed the main contributor of our Scope 1 emissions to be diesel fuel we purchase and use in light vehicles and equipment operated by the Company. This excludes fuel used in mining equipment which we rent to customers – as we do not operate, nor supply fuel for, the rental equipment.

Table 7 sets out our estimate of GHG emissions from diesel fuel purchased for Emeco-operated light vehicles and equipment during FY24 and FY23⁴. As our light vehicles and equipment reach effective life and are retired, we plan to incorporate into our fleet, vehicle models that are marketed as being more fuel efficient than conventional or older diesel models. We will monitor our fuel usage and compare this with the advertised fuel efficiency, to guide future decisions around model selection.

Table 7: Diesel purchased

	FY24	FY23	FY24 v FY23
Diesel purchased (kilolitres or kL)	1,169	1,096	7% increase
Emissions (tonnes of CO₂ and equivalent GHG gases, or tCO₂e)	3,178	2,978	7% increase

4.2 Scope 2 emissions

Our Scope 2 emissions arise from the generation of network electricity which we purchase and use at sites we control. All such sites are leased, not owned, by the Group. We do not control sites of our customers and of other third parties, where our equipment supplied for rental, and our workforce, are deployed at times.

During FY24, we had control of, and paid for electricity supplied to, 17 operational sites located across four electricity networks, as outlined in Table 8.

Table 8: Main sites using purchased electricity

WA – Southwest	WA – Northwest	QLD	NSW
Perth workshops, warehouse, and head office (x5) Kalgoorlie workshops and warehouse (x3)	Port Hedland and Newman workshops (x2)	Mackay workshops and warehouse, and Brisbane office (x5)	Rutherford and Gunnedah premises (x2)

Set out in Table 9 are approximate quantities of electricity purchased during FY24 and FY23, and the associated GHG emissions, for the 17 sites listed above.⁵

Table 9: Electricity purchased

	Portion by area	FY24	FY23	FY24 v FY23
Electricity purchased (megawatt hours or MWh)	100%	4,206	4,029	4% increase
WA – Southwest	46%	1,955	1,771	
WA – Northwest	16%	680	742	
QLD	22%	913	824	
NSW ⁶	16%	656	692	
Scope 2 emissions (tCO₂e)		2,750	2,474	4% increase

Of the 17 sites included in this estimate, 11 sites each had over 100 MWh of electricity usage during FY24; and 7 sites had over 300 MWh each. We are working with solar technology providers, and owners of some of our larger sites, to assess the feasibility of introducing solar generation to those sites, with a view to reducing our reliance of network electricity.

Besides the operational sites included in the estimate in Table 9, we pay for electricity at a number of other locations, predominantly residential properties provided for staff accommodation. We estimate the 17 sites reported on above, account for over 90% or more of the total electricity we purchased in FY24.

⁴ Fuel quantities are estimated from purchase records. Fuel to emissions conversion is made with reference to the National Greenhouse Accounts (NGA) Factors 2023 published by the Commonwealth Department of Climate Change, Energy, the Environment and Water: <https://www.dcceew.gov.au/climate-change/publications/national-greenhouse-accounts-factors-2023> (NGA Factors 2023).

⁵ Electricity quantities are estimated from purchase records and vendor provided meter readings. Electricity to emissions conversion is made with reference to the NGA Factors 2023.

⁶ Quantity reported for NSW includes approx. 80% which is passed through to a sublessee of our Rutherford site.

4.3 Scope 3 emissions

We are at an early point of our journey to map our Scope 3, indirect emissions. We consider one large source of such emissions is diesel fuel usage in heavy mining equipment which we supply for hire. Our customers (or their customers) operate, and supply fuel for, this rental equipment, thus putting the associated emissions outside the boundary of our organisation.

We have made preliminary estimates using SMUs (service meter units) or operating hours logged by our surface mining fleet (i.e. excluding underground equipment), and medium load fuel consumption statistics provided in a recent edition of the Caterpillar Performance Handbook. This estimate is in the vicinity of 500,000+ tCO₂e of indirect emissions⁷ from mapping nearly 90% of SMUs for our surface mining fleet during FY24 and FY23.

As we develop our EOS technology, we expect to enhance our ability to measure actual fuel use by our machines being deployed at our customers' projects. This knowledge will augment the OEM published generic information, to enable us to refine our emissions calculations.

Another source of our Scope 3 emissions which is potentially significant, is emissions from production of iron and steel which is in machinery parts we purchase for our own fleet and our customers' machines. We will work with manufacturers and industry partners to explore a robust methodology for estimating this form of indirect emissions.

⁷ Applying both Scope 1 and Scope 3 emission factors from the NGA Factors 2023.

4.4 Climate Change Position Statement

Emeco Climate Change Position Statement

We recognise that climate change is one of the most significant challenges facing the world today. We accept the science as reported by the Intergovernmental Panel on Climate Change. We acknowledge the world must continue to increase efforts to reduce greenhouse gas (GHG) emissions in order to meet the aims of the Paris Agreement to hold the global average temperature increase to well below 2°C above pre-industrial levels, and pursue efforts to limit the temperature increase to 1.5°C.

The Australian mining industry has a role to play in driving the transition to a lower carbon economy. Emeco has operations in all key mining regions of Australia, with customers including mining companies and contractors across gold, iron ore, metallurgical coal, nickel, thermal coal and copper. As a responsible business in the mining sector, we place value on identifying, assessing and reporting on our actions to address climate change.

We will continue to:

- Integrate the evaluation of climate-related risks and opportunities into our business strategies and planning processes.
- Provide reasonable financial, human and material resources to meet the challenges and opportunities of the transition to a lower carbon future.
- Seek improvements in energy efficiency and waste reduction across our business to ameliorate the emissions intensity of our operations.

We will endeavour to achieve these outcomes by leveraging our innovative culture and are committed to assessing our options to increase the use of renewable energy and energy technologies with lower emissions.

- Assess our direct and indirect GHG emissions. Our current focus is on our Scope 1 and Scope 2 emissions inventory.

Understanding our GHG emissions profile will allow us to set short and medium term targets, in tandem with defining longer term goals. We also acknowledge the value of collaborating with our customers and suppliers to reduce GHG emissions throughout our value chain. We are committed to better understanding our Scope 3 emissions, which will enable us to frame appropriate targets for our full value chain in the future.

- Repair and rebuild machines for optimum reliability.

A circular economy plays an important role in reducing GHG emissions associated with the mining industry. We promote reduce, reuse and recycle practices throughout our business areas and activities, as reflected in our business model of supplying hire, maintenance and rebuild of midlife equipment.

- Adopt a phased approach to reporting against frameworks such as those established by the Task Force on Climate-related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB), and enhance our disclosure and transparency regarding our climate-related risks and opportunities.
- Assess, and prepare to adapt to, potential physical climate-related impacts, by undertaking risk assessments across our value chain, and working with our customers to understand potential physical risks at their operating sites which may impact the resilience of our business.
- Conduct our business activities in a socially responsible manner for the benefit of our employees, customers, suppliers and the broader community.
- Inform ourselves as to existing and emerging policies and practices of our peers and industry partners which encourage decarbonisation and support an equitable transition.

This position statement will be reviewed periodically to ensure it remains relevant to the needs of Emeco and its stakeholders and is guided by the dynamic global response to the Paris Agreement.