

Spotless Group Limited Sustainability Policy

Policy

This Spotless Group Limited ("Spotless") sustainability policy is aligned with the Board Charter, the Code of Conduct and the Occupational Health, Safety & Environment Committee Charter. This policy forms part of Spotless' approach to delivering on the company's Environmental, Social and Governance ("ESG") agenda. The policy is provided to assist employees, suppliers and contractors to understand their responsibility to help deliver continuous improvements in Spotless' ESG and sustainability performance, and to provide information to other stakeholders as relevant.

Application

This Group policy supersedes in its entirety all previous Environment Policies.

Definition of Sustainability

Spotless takes a broad and long-term view of sustainability through informed and balanced decision making processes, considering Environmental, Social and Governance (ESG) aspects. This ranges from setting business strategies to delivering its daily work activities. Being sustainable influences how Spotless:

- Designs and delivers products and services;
- Employs people;
- Purchases goods and services;
- Engages with local communities; and,
- Manages the environment.

Goal

Spotless' goal is to embed sustainable work practices, to enhance shareholder returns, deliver business outcomes for clients, provide a safe work place for staff and foster enduring relationships with suppliers and local communities.

Our approach

Spotless will continue to build on its sustainability capabilities and heritage through a range of activities, including the provision of energy efficient services to clients, investments in water and energy efficient laundry facilities, partnerships fostered with social enterprises and the development of garment hanger re-use programs.

Spotless will deepen partnerships with key stakeholders including clients, governments, industry and the communities in which the company operates.

Spotless will work with the natural environment and challenge current behaviours and practices to continually re-think how the company procures, uses and disposes of scarce resources.

Implementation

Spotless will continuously improve its sustainability performance and undertakes to:

- Comply with legal obligations;
- Meet or exceed relevant industry standards;
- Establish objectives and review targets to achieve continual improvement;
- Increase the energy and water efficiency of our operations, products and services;
- Reduce greenhouse gas emissions, waste to landfill and maximise opportunities for re-use and recycling;
- Implement management systems to prevent air, land and water pollution;
- Work with employees, clients and suppliers to increase awareness of our collective environmental and social impacts – and work together on solutions;
- Encourage diversity and social inclusion, particularly as part of the company's employment and contracting practices;
- Independently audit Spotless' environmental performance; and,
- Publicly report progress.

Governance

Policy and oversight is set by the Managing Director and Chief Executive Officer, Occupational Health Safety & Environment Board Committee and Group Executive Team.

Strategy, implementation and reporting are managed by the General Manager Environment and Sustainability.



Josef Farnik
Managing Director & CEO

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