



PACIFICENERGY

## Sustainability Policy



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## 1.0 Introduction

### 1.1 Definitions

Employees	All staff, contractors, consultants and temporary workers of the Pacific Energy group of companies (Group).
CEO	Chief Executive Officer

### 1.2 Objective

Our objective is to ensure the Group values on sustainability are embedded in every day decision-making and operational processes as well as long-term corporate plans and strategies. We must balance business growth and performance in delivering stable and growing returns to shareholders with protecting and enhancing the environment, the well-being of our people and the community in which we operate.

We know the decisions we make today need to ensure delivery of our services for our customers for the longer term. We cannot do this alone. We rely on delivering better outcomes in partnership with customers, stakeholders, alliances, suppliers and regulators. We will do this through our sustainability principles listed below.

### 1.3 Scope

This Policy applies to Management and all employees responsible for the services, property, reputation and the environment in which we operate.

## 2.0 Sustainability Principles

We will operate our sites responsibly whilst respecting our neighbours, local communities and the environment.

- **Ensuring responsible operations**

We will operate our sites responsibly whilst respecting our neighbours, local communities and the environment.

- **Long-term sustainable investment**

We will take a long-term view of managing the financeability of our business ensuring we remain attractive to investors of both equity and debt.

- **Delivering efficient operations**

We will seek to reduce the use of natural resources, minimise waste, and deliver efficient and effective operations for both today and in the future.

We will work with our supply chain to improve our resilience.

- **A sustainable and safe workforce**

We will work to ensure that we not only provide employment and improve employability of our current workforce but will provide an opportunity for future employees of all relevant skills and backgrounds.

We want our people to be fit and healthy and return home safely each day and are committed to zero harm.

- **Mitigating climate change**

We will minimise our carbon footprint associated with energy and fuel use, reduce our consumption of resources and their associated carbon or identifying lower carbon alternatives.

- **Climate change adaptation**

We will understand the potential impact of climate risk on our business and our services and develop efficient and effective resilient responses to minimise this impact.

- **Ensuring strong corporate governance**

Good corporate governance is central to our approach to enhance the sustainability of our business.

We are committed to upholding strong corporate governance principles and practices in the way we govern our operations.

- **Embracing Technology**

We will invest in record and development activities which seek to introduce new technologies which reduce our carbon footprint.

## 4.0 Monitoring and Reporting

We will report regularly to our investors and key stakeholders on our progress of sustainability practices and outcomes.

## 5.0 Review

The CEO will monitor the effectiveness and review the implementation of this policy, considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible.



Jamie Cullen  
**Group CEO**  
16 July 2020