

PURPOSE To set out Wesfarmers' principles to reduce the Group's environmental impact and protect the natural environment.

POLICY APPLICATION The principles of this policy apply across the Wesfarmers Group and must be complied with, or incorporated into, division/business unit or Corporate Office policies or procedures.

POLICY

(a) Each division/business unit must implement policies or procedures and controls that incorporate the following principles either expressly, or through specific operational requirements:

- (i) as a minimum standard, compliance with environmental laws and regulatory requirements, including assessment and approval requirements and environmental permit and licence conditions; and
- (ii) a commitment to operate the division's/business unit's businesses sustainably by:
 - identifying, mitigating, managing and reporting to the divisional/business unit audit, risk and compliance committee and board on material environmental risks and impacts associated with the division's/business unit's activities;
 - planning and implementing strategies to effectively manage and reduce material environmental risks and impacts including from greenhouse gas emissions, resource (including raw material) use and waste;
 - where relevant, and the protection of natural systems, air and water, to the extent these may be material;
 - where practical, supporting the use of materials that are recycled or reused, have low embodied energy and carbon, and have a reduced impact on resource depletion;
 - where relevant, considering circular economy strategies including sustainable packaging;
 - requiring suppliers to comply with environmental laws and regulatory requirements and considering requiring the environmental compliance and performance of potential suppliers as a factor in sourcing decisions; and
 - encouraging environmentally responsible actions and behaviours among the division's/business unit's customers.

(b) Each division/business unit must:

- (i) ensure that any publicly adopted targets, commitments, claims and ambitions regarding environmental, social and governance (**ESG**) matters (**ESG Commitments**), including claims regarding the types of materials used, material sources and sustainability strategies have a reasonable basis and are clearly and accurately communicated without omission of material information;
- (ii) implement an appropriate process for monitoring the continuing reasonableness and accuracy of its ESG Commitments; and
- (iii) update its ESG Commitments as required, with any updates to be advised to the Wesfarmers Executive General Manager, Corporate Affairs.

(c) Each division/business unit is accountable for the accuracy of its reporting, including to the Corporate Office and externally. Each division/business unit must report:

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- (i) all substantial matters of environmental significance, including any environmental event or issue which is, or is likely to be, required by law to be notified to a regulator (or which the failure to notify would constitute an offence or a breach of licence) in which a division/business unit is involved in accordance with the Wesfarmers Limited Immediate Reporting Policy, for reporting to the Wesfarmers Board as soon as possible following the relevant event; and
 - (ii) environmental data and metrics annually to Wesfarmers or as otherwise required by the Corporate Office and in the format required by the Corporate Office.
- (d) Wesfarmers (through the Corporate Office) must ensure Group environmental reporting and disclosure accurately reflects the reporting from each division/business unit and is clearly communicated and balanced (and without omission of material information).
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**POLICY
AMENDMENT**

This policy cannot be amended without approval from the Executive General Manager, Corporate Affairs.

LAST REVIEWED

March 2025

LAST AMENDED

May 2023
