



ENVIRONMENTAL SUSTAINABILITY POLICY

(SHORT FORM)

Function: Device Technologies is committed to protecting the environment, promoting stewardship within our company and our industry, and enacting environmentally conscious strategies that promote sustainable business operations.

Scope: This policy applies to all members of the DT Group within Australia, New Zealand and Asia, its direct and indirect subsidiaries and joint ventures, collectively known as Device Technologies in this policy.

This policy applies to all employees (including full time, part time, fixed term and casual staff members), directors, officers and all persons who perform work for, or undertake work at premises owned by DT including contractors, consultants and volunteers (collectively referred to as “**employees**” in this policy).

References: Not Applicable

Definitions: Not Applicable

Responsibility:

All employees: Responsible for upholding this policy in their respective roles.

1. PURPOSE

- 1.1. To build a resilient environment for our people, our customers and patients, we are committed to reducing our environmental footprint, to exercising better consumption and production, and to sustainably managing natural resources.

2. OBJECTIVES

- 2.1. We aim to reduce the negative environmental impacts of our business through reduction and recycling of waste, more efficient use of water, energy and other natural resources, and safe management of dangerous goods and chemicals that are hazardous for human health and the environment. Through thoughtful environmental management we strive to protect the biodiversity of our own habitat and recognise the impact of our actions and inactions over other habitats and ecosystems.
- 2.2. We believe that strong environmental management requires clear systems and processes, especially in a growing medical device distribution company like ours with an expanding global presence.



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- 2.3. We are committed to ensuring that all operations and activities are fully compliant with all current environmental laws and regulations in the territories we operate.
- 2.4. We are committed to continually improving our performance, and proactively promoting environmentally sustainable practices across all our operations.

3. REVIEW

- 3.1. The safety of people, the impact Device Technologies has on the environment and the reputation of our business is paramount to all of us. We will review this policy annually to ensure it reflects the changing operational, environmental, and political climate.

Disclaimer

The Company may amend any of its policies at any time at its absolute discretion. These policies will be updated and available on the Company Intranet. Employees must ensure they regularly familiarise themselves with any changes to policies from time to time.

Unless otherwise expressly stated any policies or procedures issued by the Company do not form part of an employee's employment contract with the Company and are not otherwise binding on the Company. To the extent that a policy or procedure of the Company requires employees to do or refrain from doing something, it constitutes a direction from the Company with which employees must comply.

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Document History Log:

Revision Number	Date	Description of Changes	Author/Editor	Communication of Change
00	2023 02 24	First edition of document.	Sherine Tan	Mail