

Environmental Policy

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Purpose

As Australia's digital economy continues to grow, so too does the environmental impact of telecommunications services. We recognise that being environmentally responsible is a fundamental part of building a sustainable business and supports our commitment to playing our role in addressing climate change, which in turn creates long term value for all of our stakeholders, including investors, customers, employees and the wider community.

We have an impact on the environment, both directly through our operations, and indirectly through our value chain. We are committed to reducing our impact on the environment, consistent with our Code of Conduct, Supplier Code of Conduct and Sustainability Strategy. In doing so we can optimise costs, manage risk and protect and enhance the environment in which we operate.

The purpose of this Environmental Policy is to provide a framework for managing our environmental impacts and to guide our business activities and decision-making processes.

Scope

This Environmental Policy applies to all the entities that make up the corporate group of TPG Telecom Limited (ASX: TPG) and applies to all people at TPG Telecom. When we say "you" or "our people" we mean all directors, officers, employees, contractors, and any other associated persons.

Roles and Responsibilities

The table below provides an overview of roles and responsibilities for identifying, mitigating, and managing environmental risks.

All People	<p>All people are expected to act with honesty and integrity in line with the requirements of the TPG Telecom Code of Conduct and this policy.</p> <p>Any breach of this policy may be regarded as misconduct and may result in disciplinary actions. Individuals can also be held personally liable by government authorities for violations of applicable environmental laws.</p>
Senior Management	<p>All senior managers are responsible for:</p> <ul style="list-style-type: none"> - Fostering a culture based on integrity and ethical business practices; - Undertaking environmental risk assessments to identify risks their business unit or function may reasonably face, giving consideration to the nature of our operations, our suppliers, partners, customer types, transactions and business processes, and the geographic location / jurisdiction of its business activities; - Undertaking environmental risk assessments during a product, process, system or location change; - Recording any environmental risks identified in accordance with the Enterprise Risk Management Framework and processes; and - Meeting environmental awareness training requirements and those of employees within your area of responsibility.

Group Health, Safety, Environment	<p>Group Health, Safety, Environment is responsible for:</p> <ul style="list-style-type: none"> - Assisting management to implement appropriate systems, controls, processes and procedures to mitigate and manage each business unit's environmental risks, as identified through the risk assessment; - Conducting regular monitoring and testing of environmental processes and controls to evaluate their effectiveness and identifying opportunities for continuous improvement; - Overseeing the environmental program and policy and raising awareness of the requirements of the policy; and - Monitoring the Health, Safety & Environment Management System and Incident Investigations to ensure ongoing compliance with this policy.
Group Sustainability	<p>Group Sustainability is responsible for:</p> <ul style="list-style-type: none"> - Assisting management to design and embed appropriate risk management processes for key environmental risks, including climate change, energy & emissions, nature & biodiversity, waste and water; - Overseeing the achievement of company-wide commitments related to sustainability and the environment, including as they relate to our suppliers and customers; and - Ensuring the approach to environmental management continues to align to TPG Telecom's Sustainability Strategy and associated targets.
Sustainability Council	<p>TPG Telecom's Sustainability Council is comprised of senior leaders from across the TPG Telecom group, and has oversight of our sustainability strategy, including as it relates to environmental responsibility.</p>

Policy Objectives

1. TPG Telecom is committed to managing our operations and value chain in an environmentally responsible manner. This includes the environmental impacts associated with our suppliers, customers, communities and the natural ecosystems in which they work and live.
2. It is important that our approach to environmental management is responsive to emerging environmental issues. Through consultation with key stakeholders, we will regularly review and update our material environmental risks and impacts. Current areas of focus include:

2.1. Climate-related risks

- Managing the climate-related risks and opportunities which are relevant to the resilience of our organisational strategy.
- Ensuring compliance with existing and upcoming reporting obligations regarding climate-related financial disclosures.

2.2. Energy consumption and greenhouse gas emissions

- Driving reductions in greenhouse gas emissions across our value chain, in support of our science-based emissions reduction targets.
- Procuring renewable energy in line with our commitment to power our Australian operations with 100% renewable electricity from 2025 onwards.

2.3. Waste, recycling and the circular economy

- Minimising waste to landfill across our operations and ensuring that the treatment of any hazardous waste is in-line with relevant laws and regulations.
- Identifying ways to reduce packaging waste, in support of Australia's 2025 National Packaging Targets and in line with our responsibilities as a member of the Australian Packaging Covenant.
- Promoting reuse and recycling of our products, with a focus on reducing e-waste, including through our membership of MobileMuster.

2.4. Nature and biodiversity risk

- Improving the understanding of nature-related risks and opportunities across our value chain, including those related to biodiversity and water usage.
- Enhancing our strategy and guidelines to measure, manage and report on how we minimise our risks and impacts on nature.

2.5. Supply chain impacts

- Assessing our suppliers with the aim to use suppliers who comply with applicable environmental laws and regulations and that seek to minimise negative environmental impact.
- Working with our suppliers where relevant to reduce the environmental impact of our products and services, in line with our Supplier Code of Conduct.

3. All aspects of our business have the potential to interact with the environment and it is essential that we take care to minimise any negative impacts. To achieve this, we commit to:

- Improving the measurement and monitoring of our material environmental impacts.
- Identifying and implementing cost effective ways to reduce our impact on the environment.
- Continually improving our environmental management system, in line with the requirements of ISO14001 and supporting the implementation of this policy.
- Complying with the legal and regulatory obligations relevant to our business.

4. Promoting a culture of responsible environmental management is critical to the successful implementation of this policy and so we commit to:

- Driving engagement and awareness through training and communications to our employees and other relevant stakeholders on our environmental policies, codes of conduct and environmental performance.
- Collaborating through relevant industry and sustainability forums to identify emerging trends and adopt best practices.

Reporting

TPG Telecom is committed to reporting publicly on our environmental performance, which can be found within our Annual Report, Sustainability Report and associated data pack, and the Sustainability section of our website. Additional external reporting includes our energy consumption, energy production and greenhouse gas emissions in line with the National Greenhouse and Energy Reporting Act (2007) and our packaging waste as members of the Australian Packaging Covenant.

All people are expected to promptly report potential or actual incidents which could result in a significant impact on the environment. We take all environmental incidents seriously and implement the relevant investigation processes.

Any concerns or allegations can be reported via the channels below:

- As per the TPG Telecom Incident Reporting and Investigation Procedure;
- Your line manager or Senior Management (i.e., member of the Executive Leadership Team or Senior Leadership Team);
- Group Sustainability or Group Health, Safety & Environment; and
- The independent whistleblowing hotline. Details can be found in the TPG Telecom Whistleblowing Policy.

Record keeping

Appropriate records must be maintained accordance with established retention periods or as required by law.

Policy Review

This Policy will be reviewed every two years by Group Sustainability and endorsed by the Executive Leadership Team.

References

Associated Documents & Policies	<ul style="list-style-type: none"> • Code of Conduct • Supplier Code of Conduct • Whistleblowing Policy • Health, Safety & Environment Management System Manual • TPG Telecom Incident Reporting and Investigation Procedure
External References & Regulatory Obligations	<ul style="list-style-type: none"> • Environment Protection Act 1997 • Water Resources Act 2007 • National Greenhouse and Energy Reporting Act 2007 • National Environment Protection (Used Packaging Materials) Measure 2011

Document Control

Version	Date	Pages Affected	Description	Prepared by	Reviewed by	Approved by
V2.0	13 December 2023	Whole document	Review and update of policy	Head of Sustainability	Group Executive Legal and External Affairs	Executive Leadership Team
V1.0	28 September 2021	Whole document	New policy	Head of Sustainability	Group Executive Legal and External Affairs	Executive Leadership Team