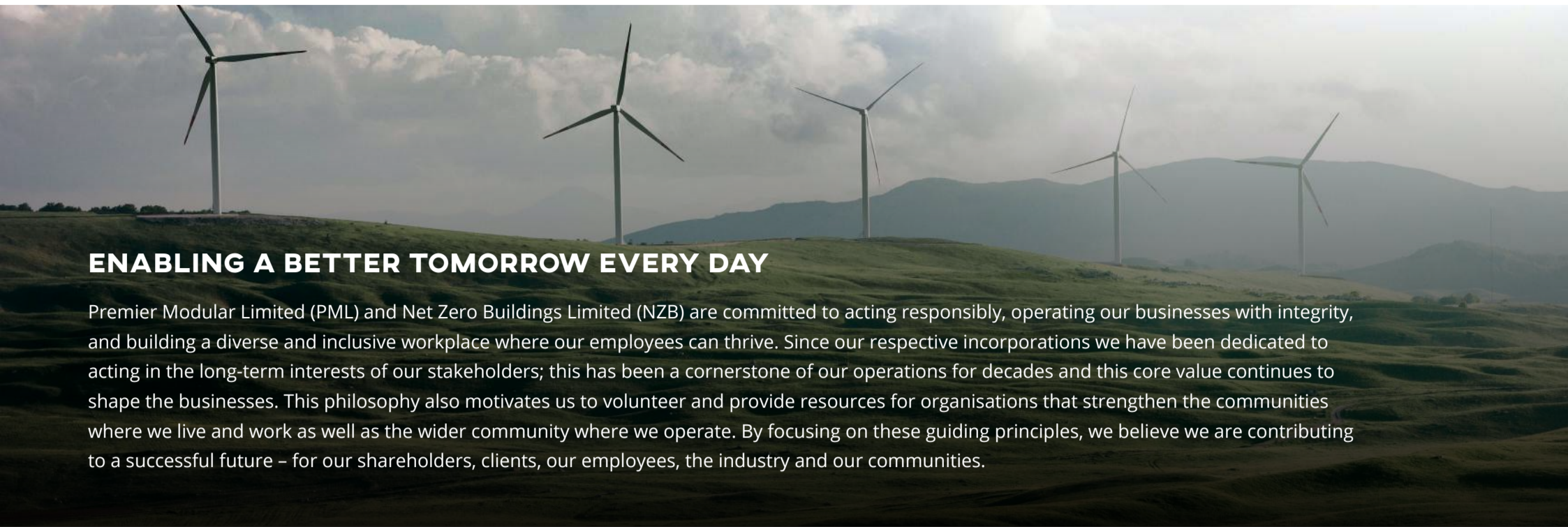


POLICY STATEMENT V3.00 (04 JAN 2022)



ENABLING A BETTER TOMORROW EVERY DAY

Premier Modular Limited (PML) and Net Zero Buildings Limited (NZB) are committed to acting responsibly, operating our businesses with integrity, and building a diverse and inclusive workplace where our employees can thrive. Since our respective incorporations we have been dedicated to acting in the long-term interests of our stakeholders; this has been a cornerstone of our operations for decades and this core value continues to shape the businesses. This philosophy also motivates us to volunteer and provide resources for organisations that strengthen the communities where we live and work as well as the wider community where we operate. By focusing on these guiding principles, we believe we are contributing to a successful future – for our shareholders, clients, our employees, the industry and our communities.

OUR ESG CRITERIA



Environmental

Assessing how our activities overlap with the broader environmental considerations



Social

How we manage relationships with a wide variety of stakeholders (shareholders, employees, suppliers, customers)



Governance

Monitoring factors such as leadership, pay, internal controls and shareholder rights

MANAGING ESG RESPONSIBLY

This ESG Policy is intended to provide a framework for how we apply ESG considerations to how we operate our business, how we engage with the communities in which we do business and the way in which we pursue, evaluate and conduct our activities. We shall take into account ESG considerations at each level within the business.

We recognise that Environment, Social and Governance, put simply is about the business and its stakeholder understanding the mid to longer term sustainability of the business with a view to allocating and managing the business for the long term.

In addressing **responsible ESG management**, we as an organisation are committed to assessing the environmental, social and governance factors that impact our business, managing the risks associated with such factors, and striving to improve the way in which we operate in accordance with the factors. This includes identifying opportunities to reduce the organisation’s environmental footprint, enhancing the diversity of the organisation at all levels of the business, having a positive impact on the communities in which we operate within, including those where we conduct our business activities and having a strong culture of compliance.



PRINCIPLES & PHILOSOPHY

PML and NZB believe that incorporating ESG factors into our business management can help mitigate risk and enhance the quality of our services and products. As such, we recognise that through employing best practices across our operations this will encourage all in the industry to do likewise. Similarly, both PML and NZB will continually strive to enhance ways to evaluate and incorporate ESG factors within the decision making processes. In trying to define ESG as it evolves across industry and within the businesses, we shall evaluate ESG considerations as follows:

<p>Environmental</p> <ul style="list-style-type: none"> • Carbon Emissions • Use of Natural Resources • Regulatory Breaches • Environmental Opportunity 	<p>Social</p> <ul style="list-style-type: none"> • Labour Practices • Health & Safety • Product Liability • Stakeholder Opposition • Social Opportunity 	<p>Governance</p> <ul style="list-style-type: none"> • Shareholder rights • ExCo Structure and Independence • Accounting Standards and Audits
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EXCO & GOVERNANCE

The organisation’s Executive Committee (ExCo) shall develop and review the ESG Policy, with the Managing Director responsible to the shareholders for managing key strategic decisions. The ExCo engages in the following to support the ESG framework:

- Develop a combined ESG strategy and annual plan;
- Oversee ESG activities across the business in accordance with the policy and encourage ‘continual improvement’ in the integration of ESG factors in decision making;
- Work closely with the Senior Management Team on ESG reporting;
- Support collaboration with stakeholders to drive integration of ESG factors;
- Evaluate and monitor ESG factors within the business;
- Provide regular ESG training and guidance for employees; and
- Prepare an annual impact report.

INDUSTRY LEADERSHIP AND EXTERNAL COLLABORATION

PML and NZB we believe are uniquely placed within the sector, given our respective size and scale of operations, to drive broader integration of ESG factors. Subsequently, as an integrated organisation we can engage with stakeholders and multiple organisations committed to enhancing ESG factors and drive transparency within the industry.

COMPLIANCE

The integrated organisations will seek third party ESG evaluation services to drive high quality and assured results through external expertise and verification. This will aid the organisation to identify material ESG risks and gaps and provide a pro-active action plan for mitigation of such risks.

This will assist the business to deliver regulatory compliance, reduce operational and reputational risk, whilst in the longer term simplifying the due diligence process for our shareholders.