

Environment and Sustainability Policy

Marinus Link's vision is to unlock Australia's renewable energy future. We design, construct and operate electricity transmission infrastructure to a high environmental standard, embed sustainability principles across our entire organisation and foster a culture of innovation, excellence and continuous improvement. Our environmental and sustainability objectives are to create a positive legacy by keeping our planet healthy, creating and contributing to prosperous communities, and being a trusted organisation. In doing this we will act with transparency, integrity and accountability.

We commit to work together to:

Integrate environment and sustainability principles into our activities over the entire lifecycle of our assets, to:

- ◇ Minimise our environmental footprint and promote biodiversity;
- ◇ Manage our resources efficiently including adopting sustainable procurement practices;
- ◇ Strengthen our actions on climate change;
- ◇ Strengthen relationships by listening, understanding and learning from Traditional Custodians and become informed about the Country we operate within, so that we can preserve its value;
- ◇ Understand the local community needs and work with governments and local partners to build resilience and leave a positive legacy;
- ◇ Facilitate pathways to inclusive employment that support the renewable energy transformation; and
- ◇ Deliver affordable energy.

Fulfil compliance obligations: Meet and where possible exceed our legislative and compliance requirements through the proactive identification and management of environmental, cultural heritage and sustainability risks throughout the lifecycle of our assets and activities, to reduce the potential of harm to both human health and the environment.

Implement robust governance systems: Ensure our environmental and sustainability governance systems are developed and implemented, to provide the necessary tools to enable compliance with applicable statutory obligations, standards, codes of practices and other regulatory requirements.

Make equitable decisions: Make decisions, which equitably meet the needs of the present without compromising the ability of future generations to meet their own needs.

Support our workforce: Ensure our team members are adequately aware, consulted, trained and competent to meet, contribute to and implement the requirements of this policy, and work respectfully with all stakeholders.

Create a positive workplace: Create and maintain a safe, inclusive and collaborative working culture that empowers our people to make responsible and proactive choices when managing and reducing potential risks of harm to people and the planet.

Regularly review our performance: Monitor and review our environmental and sustainability performance, objectives, priorities and targets, and our governance system/s and adjust them accordingly to ensure continuous improvement in line with global best practice.

The Marinus Link Board and Executive Management Team have ultimate responsibility for ensuring this policy is implemented effectively. All Marinus Link team members and interested parties have a responsibility to contribute to the achievement of the environmental and sustainability objectives of the Policy.



Caroline Wykamp
Chief Executive Officer
Marinus Link

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