

# Sustainability Policy

Tilt Renewables<sup>1</sup> is committed to sustainability and to upholding our corporate responsibilities to our people, the environment, the community, and our investors. This Policy ensures that sustainability principles are embedded in our daily decision-making, operational processes, and long-term corporate strategies.

We recognise the importance of balancing business growth and investor returns with the protection and enhancement of the environment, the safety and wellbeing of our people, and the communities in which we operate.

This Policy sets out Tilt Renewables' commitments across four key areas: Empowering Our People and Partners, Connecting with Communities, Preserving Our Planet, and Maintaining Strong Foundations.

Tilt Renewables will report transparently and regularly to investors and key stakeholders on our progress against sustainability objectives, targets, and performance outcomes.

This Policy applies to all employees and contractors working on behalf of Tilt Renewables.

## **Empowering our People and Partners**

### ***a. Health, Safety and Wellbeing***

Tilt Renewables is committed to providing a safe and healthy workplace for all employees, contractors, and partners. We prioritise physical and psychosocial wellbeing through proactive risk management, continuous improvement, and collaboration with industry peers. Regular training, leadership development, and resources are provided to support health, safety, and wellbeing, with the objective of everyone returning home safely each day.

### ***b. Employee Engagement***

Tilt Renewables fosters a culture of open communication, collaboration, and feedback. Regular employee engagement surveys are conducted to assess experience, wellbeing, and inclusion. Results are shared transparently and used to inform meaningful action. Engagement outcomes are benchmarked against industry best practice, and employees are encouraged to contribute to shaping workplace culture.

### ***c. Diversity, Equity and Inclusion***

Tilt Renewables promotes a culture of trust, care, and inclusiveness, aiming to reflect the communities in which we operate. We set measurable targets for gender equity, LGBTQIA+ representation, First Nations participation, disability inclusion, and cultural diversity. These commitments are supported by inclusive policies such as paid parental leave, gender affirmation leave, and flexible working arrangements. Employee Reference Groups and regular engagement surveys support continuous improvement, and leadership development and training embed DEI principles throughout the organisation.

## **Connecting with Communities**

### ***d. Community Engagement***

Tilt Renewables is committed to being a positive member of the communities in which we operate. We engage genuinely with communities throughout all phases of an asset's lifecycle, proactively

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<sup>1</sup> **Tilt Renewables** refers to PARF Company 1 Pty Ltd (ACN 613 789 692) and PARF Company 2 Pty Ltd (ACN 613 789 772) and their directly and indirectly controlled subsidiary entities.

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identifying and engaging with stakeholders – including landholders, local councils, residents, and community groups – to ensure their views and feedback inform our decision-making.

**e. First Nations**

Tilt Renewables is committed to building meaningful partnerships with First Nations people and embedding cultural awareness and inclusion across our projects and workplace. A Reconciliation Action Plan (RAP) is developed and implemented to provide a structured framework for advancing relationships, respect, opportunities, and governance with First Nations people.

**f. Benefit Sharing**

Tilt Renewables approach to benefit sharing ensures that local individuals, organisations, councils, and First Nations communities experience tangible social, economic, and environmental benefits throughout the life of our projects. Benefit sharing plans are co-designed with communities to identify local needs and priorities. We are committed to transparent reporting and governance of benefit sharing funds, ensuring community input guides the allocation of resources. Our goal is to empower communities to shape the benefits they receive and foster sustainable, positive outcomes for all stakeholders.

**Protecting our Planet**

**g. Protecting Biodiversity**

Tilt Renewables is committed to achieving a net positive impact on biodiversity by considering biodiversity at every stage of development, from site selection and design through to construction, operations, and decommissioning. We follow a mitigation hierarchy: avoiding impacts wherever possible, minimising unavoidable impacts through smart design and management, implementing targeted mitigation measures, restoring disturbed habitats, and offsetting residual impacts as a last resort.

**h. Climate Change Resilience**

Tilt Renewables seeks to understand the potential impact of physical and transitional climate risks and opportunities on our business and assets. We work with key stakeholders to develop efficient and effective responses to minimise these impacts and will continue to assess and expand our understanding of climate risks across all assets and operations.

**i. Emissions**

Tilt Renewables is committed to driving the transition to renewables, including developing targets to achieve net-zero emissions. We focus on reducing direct emissions through operational improvements, offsetting residual emissions with high-quality carbon credits, and working with suppliers to minimise emissions within the supply chain. This includes measuring and reducing emissions associated with direct and indirect (scope 1, 2, and 3) use of energy, fuels, and fugitive emissions.

**j. Decommissioning**

Tilt Renewables is committed to responsible end-of-life management for all renewable energy assets. Our approach to decommissioning prioritises environmental stewardship, community engagement, and circular economy principles. We develop and implement decommissioning plans in accordance with industry standards and regulatory requirements, ensuring assets are dismantled and removed responsibly at the end of their operational life.

**Maintaining Strong Foundations**

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**k. Governance**

Good corporate governance is central to Tilt Renewables’ approach to sustainability. We are committed to upholding strong governance principles and practices. The Board of Directors provides oversight and leadership, supported by structured committees that oversee sustainability, risk, compliance, and performance.

**l. Risk Management**

Risk management is fundamental to delivering our sustainability commitments and long-term business objectives. We apply a structured, enterprise-wide approach to identifying, evaluating, and managing risks across all operations. Our Risk Management Framework is aligned with ISO 31000:2018 and is regularly reviewed to ensure it remains fit for purpose. Strategic and operational risks are centrally recorded, monitored, and escalated as required, fostering a proactive culture of prevention, continuous improvement, and resilience.

**m. Regulatory Compliance**

Tilt Renewables maintains regulatory compliance across aspects of operations using a compliance framework that incorporates legal, environmental, safety, and governance obligations. Our Compliance Management Framework has been designed to reflect the standards set out in the International Standard on Compliance Management Systems – ISO 37301:2021. The Framework is supported by our Code of Conduct which sets clear expectations for ethical behaviour and professional standards, and all staff are required to reaffirm their commitment through onboarding and periodic training.

**n. Supply Chain**

Tilt Renewables seeks to manage its supply chain in a manner that promotes safety, resilience, and responsibility. We aim to incorporate legal compliance, human rights considerations, cyber security, and environmental awareness in our supply chain. Our Procurement Framework has been designed to consider a range of risk-based factors before engaging suppliers, including legal and regulatory checks, conflict-of-interest controls, and sustainability due diligence. The Framework further encourages fair dealing and discourages sourcing that would circumvent Australian standards or sanctions. We are committed to continuous improvement and transparent reporting on supply chain integrity and performance.

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