

## Policy C11

### Environmental, Social & Governance (ESG) Policy

---

All CPT employees and contractors can access this policy via CPT's SharePoint site which can be accessed via <https://cptglobal.sharepoint.com>, under [Resources > Policies](#).

#### Objective of Policy and Application

The **Environmental, Social and Governance (ESG) Policy** recognises the importance of integrating environmental stewardship, social responsibility, and corporate governance into all aspects of its operations.

CPT's ESG policy has been developed to ensure the company meets current expectations across several areas including carbon emissions and waste management, modern slavery, corruption and ethical behaviours in its business dealings and operations. While ESG principles are important for effectively managing associated risks and meeting legal obligations, they also present opportunities for responsible companies to strengthen their reputations and demonstrate leadership on significant social issues.

The objective of this policy is to bring together and guide CPT's processes, procedures and decisions to recognise and consider socially desirable outcomes in conjunction with traditional financial measures and reporting. Where CPT has a separate, stand-alone policy covering a specific area that would otherwise form part of this ESG policy, reference is made to that policy for completeness.

This policy applies to CPT Board members and to all employees and contractors ("staff") throughout CPT Global Limited and each of its subsidiary companies ("CPT"), in Australia and in all other countries where CPT operates.

#### Scope of This ESG Policy

Within CPT's business, ESG means:

**Environmental:** CPT aims to reduce carbon emissions, use renewable energy, minimise single-use plastics, recycle, and reduce its environmental footprint. This includes optimising office space and using energy-efficient practices.

**Social:** CPT promotes workplace diversity and equity, complies with employment laws, ensures health and safety, protects data privacy, and combats modern slavery. We support community engagement and ethical suppliers.

**Governance:** CPT upholds anti-bribery measures, fair pay structures, avoids political contributions, and maintains transparent board and operations management.

## Environmental Commitment

CPT is committed to sustainability despite its small environmental footprint as an office-based company. Our focus includes:

- Energy Efficiency:
  - Our office has a 5 Star NABERS Energy rating, a 6 Star NABERS Water rating and a Gold WiredScore2 rating. We turn off unused equipment, encourage remote work, use energy-efficient devices and rely on cloud services to reduce energy use.
- Travel
  - We promote public transport, carpooling, and low-emission vehicles. We use remote work and virtual meetings to reduce business travel.
- Resource Conservation
  - We manage resources responsibly, avoid single-use plastics, use digital solutions to reduce paper use, and have a recycling program.
  - CPT leverages paperless workflows to minimise paper and printing use. Printer settings are defaulted to minimise paper and ink consumption and printer toner cartridges are recycled.

## CPT's Environmental Services to Clients

CPT's services and technology solutions support clients in meeting their ESG commitments by intelligently managing existing infrastructure and reducing the need for expanding technological resources.

By optimising workflows and resource allocation, operational efficiency improves and environmental footprints are reduced without compromising performance or scalability. This aligns to sustainability goals and enhances cost-effectiveness, ensuring a balanced approach to economic and environmental stewardship.

- Real Energy Savings: By implementing energy-efficient solutions, CPT delivers measurable reductions in energy consumption and carbon footprints, translating into tangible cost savings and environmental benefits.
- Enhancing ESG Compliance: CPT's solutions not only meet current regulations but also prepare clients for forthcoming obligations, ensuring they remain proactive and compliant.
- Improving Sustainability Performance: Through our services clients can demonstrate their commitment to sustainability with quantifiable energy savings and environmental impact.

CPT's service offerings provide a pathway for clients to integrate environmental responsibility into their business operations seamlessly. By harnessing the power of existing resources and optimising technological investments, CPT enables organisations to uphold their commitment to sustainability while driving long-term value and resilience in their operations.

Technology plays a key role in positively impacting the ESG agenda. CPT will continue to develop services which assist clients to contribute to the overall ESG effort by achieving real energy savings to build stakeholder confidence and to future-proof their operations.

## Social Commitment

CPT is dedicated to human rights, equity, and workplace safety.

Key areas of focus are:

- Providing a diverse and inclusive workplace where all staff are treated with dignity and respect, regardless of background or identity.
- Prioritising the health, safety, and well-being of all staff by ensuring a safe work environment, promoting work-life balance, and fostering professional growth and development. An Employee Assistance Program and counselling sessions are available to all CPT staff on a needs-basis.
- Actively participating and supporting communities through sponsorship, involvement in fund raising events and partnering with local organisations to promote community programs.
- Engaging with suppliers and others who prioritise ESG objectives in their operations and product offerings, where possible

CPT has addressed, and will continue to address, many social objectives across a range of company policies including:

- **Policy A1 – Code of Conduct**
- **Policy A3 – Work Health and Safety Policy**
- **Policy A4 – Privacy Policy**
- **Policy A5 – Bullying, Harassment and Anti-Discrimination**
- **Policy B8 – Hybrid Working Arrangements**

CPT's employment and engagement standards comply with relevant legislation and are embodied in standard agreements in each jurisdiction where CPT has staff. Each standard agreement is periodically reviewed by external legal advisors for currency and compliance. Staff are entitled to leave in accordance with relevant legislation and CPT's policies – **see Policy B1 – Leave Policy.**

CPT has a comprehensive online training program available to staff including mandatory training to ensure staff understand and comply with all expected conduct and behaviours. Individual training and professional development requests are considered on merit.

Modern slavery issues are addressed in **Policy C9 – Modern Slavery.**

## Governance Commitment

CPT maintains high ethical standards and complies with all laws and regulations. We ensure transparent decision-making and behaviour across our operations including corporate governance, legislative compliance, risk management, and staff and community development.

The company is governed by a Board of Directors which includes 2 non-executive directors and operates under a Charter. The Board appoints a Managing Director/CEO who leads an

Executive Team responsible for daily operations. The Board delegates decision-making authority to the CEO and Executive Team according to a Delegations Matrix. All meetings and decisions are documented, and operations are supported by robust systems and policies.

Key areas of focus are:

- **Governance Integrity:** As a publicly listed company on the Australian Stock Exchange (ASX) and constituted under the Corporations Act 2001 (Commonwealth), CPT adheres to extensive legal and reporting requirements including filing an Annual Report and holding an Annual General Meeting.
- **Ethical Operations:** We develop and enhance policies to ensure fair and ethical practices and training staff to meet code of conduct standards. **See Policy A1 – Code of Conduct.**
- **Equitable Remuneration:** The Remuneration Committee (a subcommittee of the Board) oversees fair pay structures, ensuring compensation meets community and shareholder expectations, and rewards staff appropriately.
- **Comprehensive Policies:** We maintain a set of policies and a certified Quality Management System (ISO9001), with a culture of continuous improvement and annual audits.
- **Risk Management:** The CFO manages risk, reporting to the Audit and Risk Committee (a subcommittee of the Board) in line with **Policy C7 – Risk Management.**

### **Implementation, Metrics, Reporting and Review**

ESG considerations will be integrated into CPT's strategies, operations, and decision-making with full support from the Board, senior management and staff. Specifically:

- We will set and update KPIs to track ESG progress, focusing on reducing energy use, waste, and travel including employee commuting.
- We will raise staff awareness about sustainability and encourage actions like reducing personal energy use and adopting eco-friendly commuting.
- We will continuously improve our ESG performance through regular monitoring, evaluation and updates based on best practices.

Metrics will be reported annually on our website and in the Annual Report.

--- End of Policy ---



### Document Version Control

**File Name:** Policy C11- CPT Global - ESG v1.0

**Policy Owner:** Chief of Staff

**Policy Approver:** Board

### Version History

Version	Edited By	Date Approved
0.1	Doug Merrett	October 2023
0.2	Doug Merrett	May 2024
0.3	Doug Merrett	June 2024
0.4	Anna Parisi	August 2024
0.5	Anna Parisi	September 2024
1.0	Anna Parisi	September 2024