VANZ

# Sustainability Policy

POL-3-10

Issue Date - 01/06/2026

*Veolia Australia and New Zealand (Veolia) is a leading environmental solutions organisation delivering Ecological Transformation outcomes. Veolia has capabilities across water and wastewater treatment, energy management, waste and resource recovery services including, large scale energy from waste facilities, industrial cleaning and facilities maintenance services.*

Our goal is Ecological Transformation through the provision of comprehensive, high-value-added solutions that balance growth and environmental protection, solutions that manage water sustainably, turn waste into a resource, and develop cleaner, more efficient energy systems.

Veolia's business strategy is guided by five elements: our business, our customers, our people, our environment and our community. These elements shape all aspects of Veolia's future performance, and our corporate policies and practices are linked to delivering excellence in one or many of them.

Veolia is committed to:

- Being ethically responsible, to create value in what we do, and to use sound risk and hazard management principles in conducting our business. As part of its 'non-negotiables' Veolia will comply with all relevant legislation including pollution prevention and will strive to develop and improve our integrated business management system to support a consistent and disciplined approach to business processes. We will ensure that appropriate resources (both internally and externally) are utilised to assist in achieving our goals;
- Continual innovation and to understand and support our customers in achieving their business objectives, including decarbonisation;
- Attracting and retaining diverse and talented employees. This will include providing development opportunities so our employees are continually learning, communicating, providing workplace consultation, and creating a sustainable workplace for our employees, visitors and contractors;
- Continually designing and implementing sustainable solutions to develop access to resources and to protect and replenish them. Additionally, Veolia is committed to providing environmental leadership in its operations and solutions, which includes the management of its own environmental impacts, improving waste, water, energy and carbon outcomes, as well as protecting and conserving biodiversity and natural capital;
- Working closely with local communities to achieve shared and lasting outcomes. Additionally Veolia will engage with government, policy makers, advocacy groups, industry associations and other stakeholders in the areas which we operate to create better value and outcomes in sustainable practices.

All managers, employees, contractors and visitors are responsible for being aware of, and complying with this policy.