




PENTAMETER

Environment, Social and Governance Policy

Version 4.0

Approved by the board on 30 August 2023



Pentanet Limited (ACN 617 506 279) (**Company**) is committed to operating ethically, sustainably, and in accordance with best governance practices. This policy sets out our commitments to our Environmental, Social and Corporate Governance (**ESG**) responsibilities.

The Company believes that responsible management of ESG elements will be good for investors, the communities with whom the Company interacts, and staff. Accordingly, the Company is committed to identifying, assessing and mitigating ESG risks, and proactively seeking outcomes that deliver positive and sustainable outcomes.

With respect to environmental responsibilities, the Company will:

- (a) strive for continual improvement in its environmental performance by obtaining and following the best available advice;
- (b) monitor and measure its environmental performance, and implement measures wherever possible to reduce the impact the Company's operations have on the environment; and
- (c) take all available steps to minimise the Company's impact on the environment and remediate any effects in accordance with best practice.

When addressing the Company's social responsibilities, the Company will:

- (a) respect the rights, interests, customs, culture and values of all those with whom the Company interacts;
- (b) proactively engage with impacted communities, and make every endeavour to obtain free, prior and informed consent for activities that the Company undertakes; and
- (c) seek to demonstrate, in word and deed, a net positive impact resulting from the Company's operations.

In addressing the Company's governance responsibilities, the Company is:

- (a) guided by the principles set out by respected institutions such as the Australian Stock Exchange;
- (b) committed to meeting the highest standards of ethical business practice; and
- (c) integrating sustainable development in the Company's corporate strategy and decision-making procedures.

The Company's Board of Directors, and Executive Management Team are committed to ensuring that ESG risks are identified and assessed, and appropriate and relevant management strategies are implemented to meet the Company's commitments under this policy.