

Environmental and Sustainability Policy

Process Area	Health, Safety, Environment & Quality	Policy Owner	Group Safety, Risk & Compliance Manager
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This policy applies to BLU by Adcorp operations in Australia and operationalises the Adcorp Group Environmental Sustainability Policy (CC-POL-004) within the scope of BLU's ISO 14001-certified environmental management system. BLU manages the system in accordance with the edition of ISO 14001 stated on its current certificate and applicable certification transition requirements.

Summary

BLU by Adcorp is committed to conducting its labour hire and workforce management operations in an environmentally responsible and sustainable manner. This policy sets the environmental principles, commitments and accountabilities that govern BLU's environmental management system and provides the framework within which BLU sets and reviews its environmental objectives. BLU's principal environmental aspects arise from office and accommodation-related resource use, procurement, technology assets, waste, business travel, worker mobilisation and transport, and activities BLU can control or influence through its workforce management services.

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1. Scope

This policy applies to all BLU by Adcorp facilities, operations and workers within Australia. It applies to environmental aspects arising from activities, products and services that BLU can control or influence, having regard to a life-cycle perspective. At client and host employer sites, BLU does not control the host's premises, production activities or environmental management systems. BLU's responsibilities are limited to matters within its legal, contractual and practical control or influence, including worker conduct, communication of applicable site requirements, reporting and escalation of environmental incidents, and engagement with host employers where appropriate. In shared or leased premises, BLU engages with landlords and uses lease terms where practical to encourage alignment. This policy is applied proportionately to the nature, scale and environmental risk of each activity.

2. Introduction

BLU by Adcorp is one of Australia's leading workforce management and labour hire businesses. BLU recognises its responsibility to operate sustainably and views environmental stewardship as a core business principle. This policy provides the principles for managing BLU's environmental performance, guided by international best practice, the

edition of ISO 14001 stated on BLU's current certificate and applicable certification transition requirements, and relevant Australian legislation.

This policy sits beneath, and operationalises, the Adcorp Group Environmental Sustainability Policy (CC-POL-004). Where the Group policy sets the overarching position, this policy addresses the environmental aspects specific to BLU's labour hire operations, including host-site placements and worker mobilisation and transport.

3. Purpose

This policy aims to:

1. Ensure BLU fulfils its environmental compliance obligations across all jurisdictions in which it operates.
2. Prevent pollution and protect the environment through the sound management of BLU's environmental aspects.
3. Provide the framework for setting and reviewing environmental objectives and targets.
4. Promote environmental awareness and accountability among workers, including on-hire workers placed at host sites.
5. Drive continual improvement of the environmental management system to enhance environmental performance.

4. Policy principles

BLU by Adcorp is committed to the following environmental principles across its operations.

4.1 Environmental management and compliance obligations

BLU is committed to fulfilling its compliance obligations, including all applicable Commonwealth, state and territory environmental legislation, regulations and industry-specific requirements, as a minimum performance standard. BLU maintains and operates an ISO 14001-certified environmental management system in accordance with the edition stated on its current certificate and applicable certification transition requirements. Applicable environmental compliance obligations are identified, maintained and periodically evaluated through BLU's controlled Legal and Compliance Obligations Register.

4.2 Protection of the environment and prevention of pollution

BLU is committed to protecting the environment, including preventing pollution, in relation to activities and environmental aspects that it can control or influence. At host employer sites, the host employer retains primary control over site operations and environmental controls. BLU requires its workers to follow applicable site environmental requirements, report environmental incidents or concerns, and comply with controls relevant to their assigned work. BLU engages with host employers where environmental matters materially affect BLU workers, services or compliance obligations. BLU directly manages hazardous materials, emissions and discharges only where they arise from activities within its control.

4.3 Resource efficiency

BLU strives to optimise the use of resources, including energy and water, and encourages the procurement of energy-efficient equipment and the use of renewable energy sources where feasible. Where data is reasonably available and proportionate to BLU's control, consumption is monitored to identify inefficiencies and opportunities for improvement. BLU engages with landlords and service providers regarding leaks, equipment failures and other material resource-efficiency issues.

4.4 Waste and the circular economy

BLU adopts a circular economy approach by prioritising the waste hierarchy (reduce, reuse, recycle), with a specific focus on reducing single-use plastics. Electronic waste is managed through specialised providers that supply appropriate recycling and disposal evidence. Information Technology is responsible for the lifecycle management and environmentally responsible disposal of technology assets, including secure data destruction and retention of appropriate recycling and disposal evidence. In leased premises, BLU works with landlords on waste management.

4.5 Emissions and decarbonisation

BLU is committed to minimising its carbon footprint by reducing greenhouse gas emissions associated with its operations, worker mobilisation and transport activities. BLU supports the identification and progressive measurement of relevant Scope 1, Scope 2 and material Scope 3 emissions in accordance with the Group's reporting methodology and the availability and reliability of data.

4.6 Environmental objectives framework

This policy provides the framework within which BLU by Adcorp establishes, monitors, reviews and updates its environmental objectives and targets. Objectives are set with reference to BLU's significant environmental aspects, compliance obligations, and the risks and opportunities identified through its environmental management system.

4.7 Sustainable supply chain

BLU seeks to engage key suppliers and contractors that support its ethical and environmental expectations and progressively incorporates relevant environmental requirements into supplier selection, contracting and review processes. Where a supplier code of conduct or specific contractual environmental requirements apply, BLU retains appropriate evidence of supplier acceptance and performance.

4.8 Environmentally sound workplace, biodiversity and human rights considerations

BLU provides an environmentally sound workplace, promoting environmentally friendly processes and materials in alignment with existing safety standards and supporting a healthy indoor environment for its workers. BLU recognises that its direct impacts on biodiversity, land use and ecosystems are generally low and will consider and minimise such impacts where they are relevant to activities within its control or influence. Environmental initiatives are implemented with consideration for worker welfare, accessibility, affordability and other relevant human rights impacts.

4.9 Continual improvement of the EMS

BLU is committed to the continual improvement of its environmental management system to enhance environmental performance. Through regular monitoring, assessments, internal audits and management review, BLU identifies opportunities to reduce its environmental impact and improve the effectiveness of the system.

4.10 Transparency and availability

This policy is maintained as documented information, communicated to all BLU workers, and made available to interested parties, including clients, host employers, suppliers and the public. BLU reports on its environmental performance through the Group's annual ESG disclosure process.

5. Accountabilities and Responsibilities

5.1 Managing Director (top management)

Establishes this policy, ensures it remains appropriate to BLU's purpose and context, and ensures the environmental management system achieves its intended outcomes and is resourced.

5.2 Group Safety, Risk & Compliance

Maintains the environmental management system and this policy; monitors environmental performance and compliance obligations; consolidates environmental data for Group ESG reporting; and reports material environmental risks through the risk management framework.

5.3 Managers and supervisors

Implement this policy within their areas; ensure timely and accurate reporting of relevant environmental data where it is reasonably available; and monitor local waste and resource practices for alignment with BLU's initiatives.

5.4 Workers

Comply with this policy and applicable environmental controls, including site-specific environmental requirements when placed at host employer sites, and report environmental incidents and improvement opportunities.

5.5 Suppliers and contractors

Suppliers and contractors are expected to comply with applicable environmental legislation and agreed environmental requirements. BLU applies relevant environmental expectations through selection, contracting and review processes proportionately to the nature and risk of the goods or services provided.

5.6 Host employers

Host employers retain responsibility for the environmental management of their sites and operations. BLU communicates applicable site requirements to its workers where these are provided, requires workers to comply with those requirements, and raises material environmental concerns with the host employer where they affect BLU's workers, services or compliance obligations. BLU does not assume control of host environmental systems or activities merely by placing workers at the site.

6. Governance and Risk integration

This policy is aligned with the Adcorp Group Environmental Sustainability Policy (CC-POL-004) and the Group's risk management framework. Environmental risks, including climate-related impacts and resource scarcity, are identified and assessed within BLU's Risk Register and Environmental Aspects Register. Material environmental risks and key performance indicators are reviewed periodically by BLU leadership and escalated to the relevant Group committee to ensure oversight of BLU's environmental commitments.

7. Changes to the policy

This policy will be reviewed periodically and when there are material changes to legislation, the Adcorp Group policy, BLU's activities, environmental aspects, risks and opportunities, certification arrangements or applicable ISO 14001 requirements. Amendments must be reviewed, approved and controlled in accordance with BLU's document control requirements and recorded in the document history below.

8. Document history

The following table lists the changes made to this document:

Version	Date	Author	Change
8	August 2025	Group Safety, Risk & Compliance	Reviewed and approved at BMS review meeting
9	July 2026	Group Safety, Risk & Compliance	Review against CC-POL-004 and ISO 14001: clarified host-site control and influence; updated certification-transition and compliance-register wording; qualified resource and emissions commitments; added biodiversity, human-rights and IT asset lifecycle responsibilities; separated host employer responsibilities; strengthened change control; and corrected numbering.

Approved by



Zebulun Riddell
Managing Director
July 2026