

1. Overview

This Environmental Sustainability Policy formalises our commitment to environmental sustainability and recognises that a sustainable environment is fundamental to our operations, our people, and the communities in which we operate. MaxiPARTS Limited (The Group) acknowledges that climate change presents both risks and opportunities that are relevant to our business. This Policy reflects our commitment to identifying, assessing, and responding to those climate related risks and opportunities in a manner that is consistent with our ongoing obligations and our iterative approach to ESG integration.

The aim of this Policy is to:

- Establish clear environmental principles and expectations across the business
- Support the identification, assessment, and management of environmental risks and impacts, including climate related risks and opportunities
- Promote continuous improvement in environmental performance
- Communicate our environmental commitments internally and externally

2. Scope

This Policy applies to all Group operations, including branches, distribution centres, warehouses, sales divisions and any activities undertaken by employees, contractors, and third parties on behalf of the Company.

3. Our Commitment

The Group is committed to:

- Complying with all relevant Australian Commonwealth, State and Local environmental legislation, regulations, codes, and standards
- Monitoring and managing environmental impacts associated with our operations, including warehousing, transport, and the storage and handling of goods
- Identifying and implementing opportunities to reduce waste, improve resource efficiency, and minimise environmental risk
- Supporting responsible waste management practices, including recycling and working with suppliers to improve packaging and materials
- Considering environmental and climate related impacts, including physical and transition risks and opportunities, in business decisions, planning, and day to day operations
- Engaging employees and stakeholders to promote environmental awareness and a culture of sustainability
- Working with landlords and service providers to support energy efficiency and environmentally responsible site management

4. Climate related Risks and Opportunities

The Group recognises that climate change gives rise to risks and opportunities that may affect our business, operations, and value chain. We are committed to taking a considered and iterative approach to understanding these impacts. In doing so, we distinguish between:

- **Physical risks** – including acute events such as extreme weather (flooding, storms, heatwaves) that may disrupt our supply chain, logistics operations, or sites; and chronic shifts such as rising temperatures that may affect energy demand and operating conditions

- **Transition risks** – including policy and regulatory changes (such as emissions reporting obligations), evolving customer and supplier expectations, and shifts in the automotive aftermarket driven by the transition to lower emissions vehicles
- **Climate related opportunities** – including improved energy and resource efficiency, demand for parts supporting fleet electrification, and strengthening our reputation as a responsible supplier and employer

Where climate related risks or opportunities are identified as material to our business, the Group is committed to implementing appropriate management responses. These may include adapting operational practices to reduce physical risk exposure, pursuing efficiency and emissions reduction initiatives in response to transition risks, or positioning the business to benefit from climate related market opportunities. Our approach will be documented and reviewed as our ESG maturity develops.

5. Responsibilities

- Leaders and Managers are responsible for implementing this Policy within their areas of control, ensuring compliance, and promoting environmentally responsible practices
- Employees and Contractors are expected to comply with this Policy and support environmental initiatives as part of their daily work activities
- The CEO & Managing Director together with the ELT is responsible for maintaining this Policy, supporting its implementation across the business, and overseeing the identification and management of material climate related risks and opportunities

6. Implementation & Monitoring

The Group will support this Policy through the development and maintenance of appropriate procedures, standards, and controls. This includes developing processes for the ongoing identification, assessment, and management of climate related risks and opportunities relevant to our operations and value chain, in a manner consistent with our obligations as a 'Group 2' reporting entity under applicable Australian sustainability reporting standards.

7. Further Information

Environmental performance and initiatives, including progress on climate related risk management and emissions reduction, will be monitored and reviewed periodically to support continuous improvement. Disclosures relating to climate related risks and opportunities will be developed in alignment with the requirements of AASB S2 Climate related Disclosures and reported as part of MaxiPARTS' sustainability reporting obligations.



Peter Loimaranta
Chief Executive Officer and Managing Director
June 2026

ENVIRONMENTAL SUSTAINABILITY POLICY (HSE20)



POLICY DEVELOPMENT USE ONLY

Changes, Linked Documents, Authorisation, Effective & Evaluation Dates	
Linked Documents	Dangerous Goods Procedure Incident Response Procedure Site Emergency Management Plans
Policy Changes	This policy may be rescinded, changed, or replaced at any time at the absolute discretion of the MaxiPARTS Board, Managing Director/CEO or authorised delegate.
Authorisations	Managing Director/Chief Executive Officer MaxiPARTS Board of Directors GM People, Safety & Culture
Prior Relevant Documents	This policy supersedes any prior Policy, verbal or written.
First Implementation Date	V1: April 2023
Current Version	V2: June 2026
Next Review Date	Prior to end of 2029

Evaluation History			
Date	Author	Sections Modified	Details of Amendments
March 2023	CEO & PSC	ALL	Document created for review by the Board
April 2023	Board	ALL	Approved
April 2026	CEO & PSC	ALL	Policy reviewed and updated to strengthen commitments, scope, and accountability; uplifted to include explicit climate-related risks and opportunities language in alignment with AASB S2 Climate-related Disclosures
June 2026	Board	ALL	Board approved 18 June 2026