

ENVIRONMENTAL SUSTAINABILITY POLICY

Intent

This Environmental Sustainability Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives, our work and a world that is stable and enjoyable for our children.

The aim of our Environmental Sustainability Policy is to:

- implement environmental actions within the company
- monitor the environmental actions and improvements internally
- communicate environmental initiatives internally and externally.

Scope

This policy and associated procedures apply to all directors, staff and contractors working for Flow Solutions.

Policy

Flow Solutions treasures our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity imposes and we are dedicated to taking actions to prevent degradation of those natural systems.

Flow Solutions commits to the following principles and practices:

- Reducing the consumption of natural resources in daily operations, including water, paper and energy.
 - In addition to continually lowering the overall energy consumption of our workspaces, Flow is dedicated to a paperless office. All documentation is prioritized to be created, signed and stored digitally without ever being printed.
- Maximising the recycling of resources.
 - Recycling receptacles are prominent and prioritized over trash and prominently marked.
- Disposing of waste appropriately, including e-waste at designated e-waste centres.
 - Flow is dedicated to reducing the purchasing cycle of new office equipment.
 - We are focused on reusing electronic equipment for non-critical tasks when its useful life as a core tool has ended.
 - When electronic equipment is no longer serviceable it shall be recycled or disposed of at approved e-waste centres.

- Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
 - Employees are encouraged to use public transportation over personal vehicles
 - Air travel is only approved for overseas business travel
- Complying with relevant Local, Regional and National environmental policy, practices, regulations and legislation, and industry-specific legislation.
- Committing to the principles of preventing pollution to the environment and continual improvement.
- Where possible, encouraging suppliers to meet high standards of environmental performance.
- Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- Reporting on the company's environmental performance in both internal and external communications, where relevant.
- Reviewing this policy annually and measuring targets and performance as part of that review.

Responsibility and Review

This Environmental Sustainability Policy is the responsibility of the Management of Flow Solutions. This policy was last updated January 5, 2022 and year and will be reviewed January 2023.