

**This arrangement applies to all Australasia Employees**  
**This is an Australasian arrangement**  
*(Please note any deviations that may be applicable in your area)*

**1 Purpose**

Babcock is a leading defence and aerospace product and service provider operating internationally and in the Australasia region where we deliver complex and critical support in defence, aviation and emergency services, transport, and training. We recognise the impact our activities may have on the natural environment and will actively seek to minimise or eliminate adverse effects. Babcock is committed to achieving the highest standards in the management of environmental matters, reducing environmental incidents and continuously improving environmental performance across all of its business activities.

**2 Scope**

This policy applies to all Babcock Australasian employees working across Babcock operations.

**3 Policy**

At Babcock we are committed to:

**Leadership**

Our leaders understand that environmental management and protection is a core responsibility and are accountable for ensuring the provision of appropriate resources to meet environmental requirements. Leaders will actively champion and promote environmental management and take measures within their areas of responsibility to responsibly minimise environmental impacts through reduction in waste generation, sustainable resource consumption, pollution prevention, biodiversity protection and commitment to climate change mitigation.

**Risk Management**

Assessing and managing impact on the natural environment and conducting proactive risk management aimed at eliminating or minimising environmental risks resulting from our operations and activities. Ensuring environmental considerations and risk identification is embedded into decision making processes and frameworks across the business.

**Compliance**

Ensuring our activities are conducted in compliance with all regulatory, legislative, company and customer requirements. We will make best endeavours to only do business with suppliers, contractors and subcontractors who can demonstrate compliance and commitment to this policy.

We will maintain and continually improve our ISO 14001:2015 compliant Environmental Management System.

**Assurance**


Implementing a monitoring and audit regime which measures compliance with, and performance against, legislative, regulatory, company and customer requirements, standards and codes. We will establish an environmental performance monitoring regime which will include the setting of objectives, environmental performance indicators and targets and report on these regularly.

**Event Management**

Providing a reporting system that enables and encourages our people to report environmental hazards and events so that lessons can be learnt thereby reducing the likelihood of damage to the natural environment resulting from our operations.

**Engagement**

Communicating environmental requirements to all employees, contractors, and subcontractors. We will encourage and seek the input of our people into our environmental plans.

Andrew Cridland	CEO	 Andrew Cridland CEO	17/12/2025
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## Document History

Version	Date	Author	Reviewer	Approver	Description of Change
1		Dean O'cass	ExCo	Andrew Cridland	New Document
2		Stephen Causby	ExCo	Andrew Cridland	Minor updates.

## Current Deviations

The following deviations have been approved please refer to alternative Business Arrangement.

Deviation Number	Duration	Applicable Direct Reporting Country/ Sector	Alternative Document Title and Document Reference
<b>For full details of the Deviation please refer to the completed form.</b>			