



Environment Group Policy

Group Policy Level 1

Overview: This Group Policy sets out our commitment to act on climate change, progress a circular economy, protect nature and biodiversity, and enable the transition to a low-carbon world for our customers. It describes how we meet our environmental responsibilities and empower people and organisations to improve their environmental performance. You are expected to read, understand and comply with this document.

Scope: This Group Policy applies to all directors, employees and contractors of Telstra Group Limited ('Telstra'), and its controlled entities in the Telstra Group (collectively 'Telstra Group') and to any other person notified that this Group Policy applies to them, unless an exemption has been granted. In this Group Policy, a reference to 'our' or 'we' is a reference to the Telstra Group unless the context requires otherwise.

Application: This Policy applies in all jurisdictions in which we operate. Where local law or country-specific requirements are inconsistent with any part of this Group Policy then those requirements, laws and/or local Policy apply in relation to that part instead.

Policy Principles

1. We are committed to harnessing technology to help sustain our planet, focussed on reducing our environmental impact and enabling our customers and society to better protect nature and transition to a low-carbon world.
2. Climate change is a material risk for Telstra Group. We are committed to taking climate action by:
 - a. Setting ambitious climate targets, including achieving net zero greenhouse gas emissions by 2050, aligned with the Paris Agreement.
 - b. Embedding climate considerations into our products, investments, business processes and culture.
 - c. Reducing our emissions, for example by investing in energy efficient equipment and decommissioning programs.
 - d. Understanding the impacts of climate change on our infrastructure, operations, supply chain and products, and improving their resilience in the face of those impacts.
 - e. Advancing our technology, industry and supplier partnerships to support the progressive decarbonisation of our sector, our business, the electricity grid and our supply chain.
 - f. Contributing our technical expertise and advocacy to factual, science-based discussions on climate change, including working with our employees, suppliers and customers to help them understand and drive emissions reduction.
 - g. Enabling the transition to a low carbon world for our customers, including by supporting the adoption of low emissions, or emissions-avoiding, technologies.
3. We are committed to progressing a circular economy in our operations and our value chain, by:
 - a. Providing our customers with convenient reuse and recycling options for the devices we supply.
 - b. Providing lower environmental impact packaging for Telstra-branded products.
 - c. Reducing waste to landfill from our operations through reusing equipment and recycling materials.
 - d. Working with our suppliers and partners to increase the use of recycled materials in the equipment we purchase and the devices we supply to our customers.

Effective Date: 15 January 2025
Policy Owner: Head of Environment
Approval: Policy Governance Committee

N.B. This Policy does not form part of any employment contract and Telstra may vary, revoke or replace this Policy from time to time.



- e. Working with other stakeholders to enable circular economy principles in our industry.
- 4. We are committed to protecting nature and biodiversity by:
 - a. Meeting requirements of all applicable environmental laws, regulations, approvals, and standards.
 - b. Improving our approach to resource conservation, preventing pollution, protecting land and biodiversity and preserving cultural heritage in the environments in which we operate.
 - c. Continuously improving our Environmental Management System, which focuses on preventing or minimising environmental harm by addressing environmental risks across our operations and supply chain.
 - d. Providing appropriate information and training to employees, contractors, suppliers and visitors.
 - e. Engaging with suppliers and partners who share our commitment to continuous environmental improvement.
 - f. Creating and driving the adoption of innovative products and programs that monitor, protect and restore the environment.
 - g. Harnessing technology, data and connectivity solutions to help protect, restore, renew and regenerate our natural environment.

Our Expectations

- 5. We expect all employees, contractors or anyone working on behalf of Telstra Group to:
 - a. Understand and follow all applicable environmental policies, standards and procedures.
 - b. Take all reasonable and practicable measures to protect the environment, and identify and implement opportunities to improve the environmental performance of our network, operations, supply chain and products.
 - c. Obtain all required environmental approvals, licences and permits before commencing work and conducting work with appropriate controls to minimise environmental (including cultural heritage) impacts.
 - d. Engage with relevant stakeholders (including suppliers) to address environmental issues relevant to our operations.
 - e. Identify and implement opportunities to reduce our environmental impact, including reducing energy consumption, increasing reuse and recycling, protecting nature and using sustainable product packaging.
 - f. Prepare for, identify, report and proactively respond to environmental incidents and cease work if required.

Breach of Group Policy

Compliance with this Group Policy will be monitored. If you don't comply with this Group Policy you could face disciplinary action. This may include termination of your employment or engagement. If you break the law you may also be personally liable.

Vicki Brady
Chief Executive Officer

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