

## Environmental & Sustainability Policy Statement

### Our Position

We believe it is our responsibility to do right by all stakeholders at all times. Our mission is to maintain an unrivalled standard in terms of integrity and values which includes achieving good environmental practice and operating in a sustainable manner.

We are therefore committed to reducing our environmental impact and continually improving our environmental performance as an integral and fundamental part of our business strategy and operating methods.

It is our priority to encourage our customers, suppliers and all business associates to do the same. Not only does this make sound commercial sense for all, it is also a matter of delivering on our duty of care towards future generations. Through our Code of Business Ethics, Environmental and Sustainability Policy, responsible supplier management, employee and charitable initiatives, we place continued importance on our role as a responsible contributor to wider society.

Our policy is to:-

- Demonstrate our commitment to internationally agreed standards and requirements for an Environmental Management System by maintaining our ISO 14001 certification;
- Wholly support and comply with the requirements of current environmental legislation;
- Minimise our waste by following the principles of the 8Rs – Rethink, Refuse, Reduce, Repair, Reuse, Repurpose, Rot and Recycle;
- Minimise energy and water usage in the course of our business in order to conserve supplies, and minimise our consumption of natural resources, especially where they are non-renewable;
- Operate and maintain company vehicles with due regard to environmental issues as far as reasonably practical and encourage the use of alternative means of transport and car sharing as appropriate;
- Apply the principles of continuous improvement in respect of air, water, noise and light pollution from our premises and reduce any impacts from our operations on the environment and local community;
- As far as possible purchase products and services that do the least damage to the environment and encourage staff and business partners to do the same;
- Carry out due diligence on suppliers and customers to ensure their environmental policies and commitments are demonstrably aligned with ours;
- Enhance our environmental and sustainability reputation within the market;
- Assess the environmental impact of any new processes or products we intend to introduce in advance;
- Generate efficiency and cash savings from environmental and sustainability activity;

- Ensure that employees understand our Environmental and Sustainability Policy and our ISO14001 certification and conform to the standards it requires;
- Address complaints about any breach of our Environmental Policy promptly and to the satisfaction of all concerned;
- Provide documentary evidence of our environmental and sustainability commitment for use in tenders.
- Update our Environmental Policy annually in consultation with employees and other interested parties affected by our undertaking.

## Scope

This statement applies to Kuro Health Limited and subsidiaries (collectively “Kuro Health”), individually listed as Kuro Health Services Limited, Premier Medical Group Limited, Rehab-Link Limited, Mobile Doctors Limited, and Warp Technologies Limited.

This statement applies to all employees, officers, consultants, contractors, casual workers and agency workers (‘Workers’). This statement does not form part of any employee’s contract of employment and it may be amended at any time. We reserve the right to vary this statement including any time limits, as appropriate in any case. All Workers must ensure that this statement is read, understood and complied with.

## Responsibility

The Kuro Health Limited Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it.

## Staff Training and Awareness

We seek to embed our policies through staff training, along with participating in publicity campaigns to raise awareness at all levels of the organisation. We do this as part of our wider commitment to operating ethically and corporate social responsibility.

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