

# Sustainability Policy

## 1. Introduction

Vital Chemical is committed to the integration of sustainable practices throughout the organisation. Our mission is to embed sustainability into all aspects of the organisation and operations, whilst complying with all relevant legislation.

All Vital Chemical employees are made aware of their responsibility for contributing to a sustainable workplace through set procedures, training, and an embedded culture of sustainable work practices.

## 2. Policy Objectives

This policy outlines Vital Chemical's commitment to sustainability, incorporating environmental, social, and economic aspects. At Vital Chemical, we aim to ensure that all processes are monitored and refined to continually improve the sustainability outcomes of the company, creating awareness of Vital Chemical's ecological footprint and minimising our impact on the environment.

### 2.1. Environmental Aspects

- Formulating and manufacturing scientifically based, environmentally sound products.
- Working toward greater circularity through use of recycled and renewable raw materials.
- Proactively maintaining compliance to environmental legislation and ISO standards.
- Demonstrating the environmental impact of our products through independently verified life cycle assessments (LCA).
- Undertaking ISupply listings to align our products with sustainability outcomes rewarded under the IS Rating Scheme.
- Striving to measure our environmental impact, working toward greater conservation of energy, water, and resources across all operations.
- Re-establishing natural landscapes through revegetation, remediation, and regeneration initiatives.
- Engaging in innovative recycling schemes and responsible waste management practices.
- Committing to procuring environmentally sustainable and recycled products.

### 2.2. Social Aspects

- Ensuring that all suppliers are compliant with the Vital Chemical Ethical Sourcing Policy.
- Working with our supply chain to achieve sustainable procurement outcomes.
- Respecting social and cultural diversity and promoting a culture of Equal Employment Opportunity.
- Building respectful and enduring relationships with Aboriginal and Torres Strait Islander peoples.
- Collaborating with stakeholders to achieve leading sustainability outcomes for their projects.
- Partnering with like-minded organisations that align with our sustainability goals.
- Contributing and connecting to the communities in which we operate.
- Encouraging employees and providing opportunities for them to engage in sustainability initiatives.



## 2.3. Economic Aspects

- Prioritising procurement from local, Australian organisations.
- Providing cost effective solutions to support environmental and sustainability objectives.
- Committing to Research and Development to continuously improve and develop innovative, sustainable solutions.
- Providing long-term economic benefits to our community through local employment initiatives.
- Committing to increasing educational employment, training, and career development opportunities to both internal and external individuals.
- Reducing operational costs through improved resource management.

## 3. Implementation

This Sustainability Policy is implemented and communicated to all relevant parties. A copy is displayed on the Vital Chemical website.

### Authorised by Vital Chemical Pty Ltd Directors:

Letiscia Xavier

28/03/2024

Date

Paul McMullen

28/03/2024

Date