

Environmental Management Policy

Introduction

Vital Chemical is committed to the protection and enhancement of the environment. Our mission is to undertake all operations in an environmentally responsible manner to achieve ethical expectations whilst complying with all relevant legislation and regulations.

Vital Chemical employees are environmentally responsible through set procedures, training, and an ongoing culture of environmental responsibility. Employees are trained to minimise detrimental effects on the environment during work activities.

All processes are continually monitored and refined, to improve effectiveness. The Vital Chemical Environmental Management System is embedded on the IMS and is approved and authorised by the Directors.

Vital Chemical strives to achieve industry best practice for environmental performance. Our operating procedures are managed in a way that mitigates environmental impact and complements the principles of environmental sustainability. We demonstrate this by:

- Incorporating environmental considerations in our business planning and operations;
- Stimulating a company culture of environmental awareness and providing relevant environmental awareness training to encourage active employee involvement and understanding;
- Seeking to improve efficiency of resources by providing sustainable alternatives and minimising waste generation;
- Reviewing the Vital Chemical Environmental Management System annually.

Workers will:

- Comply with and support in the continuous improvement of Vital Chemical's Environmental Management System embedded on the IMS;
- Participate in environmental training and Professional Development.
- Report environmental hazards, near misses and incidents.

Vital Chemical is committed to establishing measurable objectives and targets to ensure continued improvement aimed at the enhancement of environmental performance.



Policy Objectives and Targets

1. Actively pursue the research and development of innovative products and systems that support environmental compliance and promote long-term sustainability.
 - Establish an in-house dedicated scientific team to focus on the research and development (R&D) of sustainable products and services.
 - Research and develop an improved system to achieve improved air quality within our production environment.
2. Promote ecological enhancement through targeted tree planting and seed propagation via revegetation initiatives.
 - Plant 500 trees by the end of 2025, by supporting the Carbon Neutral plant-a-tree program.
 - Broaden the application scope for revegetation works incorporating our Biochar products to provide carbon return to the environment and enhance revegetation.

Implementation

This Environmental Management 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

24/06/2025

Date

Paul McMullen

24/06/2025

Date