



Version 1

Environmental and Climate Change Policy

Global

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Related Documents: Code of Conduct, Supplier Code of Conduct, ESG Strategy, Climate Risk and Resilience Report, Environmental Report, Waste and E-Waste Management Policy

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Introduction

The Hansen Technologies Group consists of Hansen Technologies Limited (ACN 090 996 455) (ASX: HSN), and all other related entities of Hansen Technologies (**Hansen** or **we**). At Hansen, we support and adopt a precautionary approach to environmental challenges; and are actively seeking to undertake initiatives that promote greater environmental responsibility that drive economic value for our stakeholders. We recognise our obligations to take all practicable steps to ensure that its operations and business activities are conducted responsibly and in a way that minimises the negative impacts on the environment.

Purpose

The purpose of this Policy is to outline Hansen's commitment to managing our operations and activities in a manner that complies with minimum environmental standards and describes how we will continue to improve our environmental performance and mitigate the effects of climate change.

Through this Policy, we aim to ensure Hansen positively and proactively contributes to the environment, our customers, and communities in which we operate.

Scope

This Policy applies globally to Hansen and related entities and our employees, contractors, suppliers, and any other relevant business partners.

Objectives

Aligned to the "Environment" pillar of our ESG Strategy, Hansen's key environmental objectives are:

Renewable Energy Development & Transition

Hansen is committed to supporting our energy and utility customers in the transition to renewable energy. We are committed to:

- Continuing to develop digital solutions for our customers that provide insights for the development of their new business models.
- Offering green energy options for data centre hosted clients.

Greenhouse Gas Emissions

Hansen recognises the importance of continuously improving the management of energy and greenhouse gas emissions across our operations, solutions, and supply chains, through:

- Establishing baseline data and setting annual energy and emissions reduction targets.
- Formalising our carbon emissions commitments, including scope 1, scope 2 and scope 3 emissions.
- Exploring opportunities to reduce greenhouse gas emissions from data centres.
- Locating our offices in energy efficient premises that are centrally located and encourage the use of public transport and cycling or walking to work.
- Reducing greenhouse gas emissions from work-work related travel, including flights, taxis, and employee commutes.

Climate Risk & Resilience

Hansen understands the importance of actively working towards reducing our climate change impacts and improving climate resilience across our business. We are committed to identifying and mitigating climate-related physical and transition risks and opportunities to drive climate resilience, through:

- Undertaking climate resilience assessments across our business to identify and implement climate change mitigation and adaptation measures.
- Understanding the climate-related impacts of owned and outsourced data centres.
- Continuing to improve our service reliability and adapt to the extreme weather events.

Natural Resource Management (incl. Nature and Biodiversity)

Hansen is committed to using resources efficiently in our operations and across our value chain and minimising the negative impacts on the environment. This includes contributing to the protection and preservation of nature and biodiversity. We aim to do this by:

- Incorporating environmental considerations into purchasing guidelines and actively encourage the purchasing of sustainability products.
- Incorporating environmental considerations into all new buildings and renovations of existing structures, aiming to maximise energy and water efficiency and the use of sustainable energy sources while minimising environmental impact through choice of building materials.

- Preserving and enhancing flora and fauna on Hansen's properties and in our local communities, with a particular emphasis on native vegetation through our Acts of Impact initiatives and other programs.

Governance and Compliance

Hansen acknowledges that strong governance foundations are essential to mitigate environmental and climate-related risks. Hansen will demonstrate strong environmental management practices through:

- Ensuring compliance with all relevant environmental laws and regulatory requirements at local, national, and international levels.
- Continuing to identify material environmental risks and opportunities associated with Hansen's business activities.
- Developing frameworks and processes for setting and reviewing environmental and climate change objectives and targets.
- Embedding environmental and climate change considerations into our decision-making processes.
- Transparently reporting on our environmental performance in our annual reports, and where appropriate, ensuring timely disclosure in line with recognised sustainability reporting standards and frameworks.

Collaboration and Stakeholder Engagement

Addressing climate change and mitigating environmental concerns requires a coordinated effort and collaboration with our stakeholders. To achieve this, Hansen is committed to:

- Encouraging environmentally responsible actions and behaviours among our suppliers and customers.
- Engaging with the communities in which we operate to identify and seek to address their environmental needs and concerns.
- Providing appropriate information, guidance and training to our employees, contractors, and suppliers about Hansen's environmental and climate change-related objectives and expectations.

Communication

This Policy is publicly available on the Hansen website. It is regularly internally communicated to all existing Hansen employees, contractors, suppliers, and any other relevant business partners. It will also be provided to all new Hansen personnel at the on-boarding or procurement stage.

Monitoring and Continuous Improvement

This Policy is managed by the ESG cross-functional working group which includes representatives from technology, procurement, finance, and legal teams. The cross-functional working group meets as required to review policy commitments and identify opportunities for efficiencies and improvements.

Regular review of this Policy will occur annually to ensure continuous improvement to reflect changing regulations, good industry practices, and technological advancements.

Implementation of this Policy is overseen by the Head of Investor Relations & ESG and the Corporate Communications Director.

Activities related to the physical administration of this Policy are undertaken by the Administration and IT Services leads in each of our offices globally.

Communication of the Policy is undertaken by the Communications Team.

Related Policies

Hanse's commitment to improve our environmental performance is supported by a range of policies, including the following:

- Code of Conduct
- Supplier Code of Conduct
- Waste and E-Waste Management Policy