



August 2020

Environment, Health, Safety and Sustainability Policy

Nanosonics Limited
ABN 11 095 076 896

1 PURPOSE OF THIS POLICY

This policy sets out the responsibilities of all Nanosonics Staff and Third Party Representatives in the upholding of Nanosonics' position on environment, health, safety and sustainability.

2 SCOPE

This policy applies to Nanosonics Group, to Third Party Representatives of the Nanosonics' Group, and to our Suppliers.

3 DEFINITIONS

Term	Definition / Description
Nanosonics or Nanosonics Group or the Company	Nanosonics Limited (ABN 11 095 076 896) and its controlled entities.
Nanosonics Staff	Any of the following individuals: <ul style="list-style-type: none">• directors, officers and employees of the Nanosonics Group; and• contractors and consultants (and any employees of any contractor or consultant) to the Nanosonics Group whose terms of engagement apply this policy to them.
Third Party Representative	Any entity (including any employee of that entity) that is a third party, and represents or conducts affairs on behalf of Nanosonics Group.
Supplier	Any entity which supplies goods or services to Nanosonics Group

4 LOCAL CONDITIONS

This policy must be read in conjunction with the laws relating to the environment, health, safety and sustainability and the responsibilities (if any) in the many local environments in which Nanosonics and Third Party Representatives operate. Local management will have the primary responsibility for implementing this policy within their areas of responsibility.

5 NANOSONICS' ENVIRONMENTAL HEALTH, SAFETY AND SUSTAINABILITY POLICY

5.1 What is Nanosonics' Environmental, Health, Safety and Sustainability Policy?

Nanosonics' mission is to improve the safety of patients, clinics, their staff and the environment by transforming the way infection prevention practices are understood and conducted and by introducing innovative technologies that deliver improved standards of care.

Nanosonics recognises the value of its impact on the environment at all stages throughout the life cycle of its products; to providing a safe and healthy work environment; and to ensuring the long term environmental and social sustainability of the Nanosonics business.

Nanosonics seeks to ensure that Nanosonics Staff are aware of their environmental, health and safety responsibilities as set out in this policy, and are suitably trained to meet them.

5.2 Reducing our impact on the environment

The Company will continue to improve its environmental performance by taking reasonable steps to:

- Identify and minimise our environmental impacts.
- Review Nanosonics' environmental performance and make public disclosures through our Annual Report and Environment, Social and Governance Report and elsewhere as appropriate.
- Continue to ensure that our products are environmentally safe when in use, and utilising recyclable components where it is feasible and appropriate to do so.
- Review our waste management practices and reduce the amount of residual waste produced.
- Endeavour to optimise our water use efficiency.

5.3 Climate Change

The Company recognises that climate change is a global problem, leading to an ever growing responsibility to address climate change. The Company monitors where there are transition risks stemming from the regulatory, supply chain, and transportation aspects of our business, which may impact our operations in the future.

Nanosonics is adopting a responsible approach to climate change including:

- Endeavouring to optimise energy efficiency with a view to reducing our greenhouse gas emissions.
- Maintaining a watching brief on government policies and scientific reports which may indicate emerging climate change risks or opportunities for Nanosonics.
- Ensuring that the Executive and the Board are kept apprised as appropriate.

5.4 Maintaining a safe and healthy workplace

The Company recognises the importance of maintaining the health, safety and wellbeing of our employees and is committed to providing a safe and healthy working environment for all Nanosonics Staff, Third Party Representatives and visitors, including injury prevention whilst at work.

This commitment includes:

- Adopting a preventative approach to Work Health and Safety, by providing appropriate information, training and instructions to facilitate safe productive work and learning environments;
- Having meaningful consultation with employees on Work Health and Safety through an active WHS Committee process;
- Providing an effective and accessible safety management system for all employees and others to guide safe working and learning in all workplaces;

- Reporting incidents in accordance with relevant legislative obligations and internal policy requirements;
- Continuous improvement through engaging with industry on new technology, considering changes to legislation and recognised standards;
- Promoting dignity and respect in all workplaces and taking action to prevent and respond to bullying and harassment;
- Providing a return to work program; and
- Supporting and promoting health and wellbeing.

6 SUSTAINABILITY

Nanosonics recognises that the Company's long-term sustainability is predicated on its environmental, social and economic performance. To this end Nanosonics will:

- Identify its most important impacts on the environment, society and the economy considering the perspectives of the company and our stakeholders.
- Develop responses which are aligned with our business goals and integrate them into business planning and operations.
- Make public disclosures on actions and progress in meeting our goals for addressing environmental, social and economic impacts and the associated risks.

7 COMPLIANCE

A copy of this policy is provided to all Nanosonics Staff. The policy is reviewed regularly.

Any reported of breaches under the policy will be investigated and reported to the Board.