



## **IDT Australia Limited – Environmental, Social & Governance Policy**

At IDT Australia we are committed to conducting our business in a manner that reflects our core values of social responsibility, environmental stewardship, and ethical governance. As a leading pharmaceutical contract development and manufacturing company, we recognize the significant impact our operations can have on society, the environment, and our stakeholders. This Environmental, Social, and Governance (ESG) Policy outlines our commitment to sustainable practices, social impact, and ethical governance.

### **1. Environmental Responsibility**

a. Sustainable Operations: We are dedicated to minimizing our environmental footprint by adopting sustainable practices in our day-to-day operations. This includes energy efficiency, waste reduction, responsible water usage, and proper disposal of hazardous materials.

b. Climate Change Mitigation: We will actively work towards reducing greenhouse gas emissions and strive to adopt renewable energy sources where feasible. We will set emission reduction targets and regularly review and report progress towards achieving them.

c. Product Lifecycle Sustainability: We will consider the environmental impact of our products throughout their lifecycle. This includes responsible sourcing of raw materials, eco-friendly packaging, and promoting recycling and disposal practices.

d. Environmental Compliance: We will comply with all applicable environmental laws, regulations, and standards. Additionally, we will proactively seek ways to go beyond compliance to enhance environmental protection.

### **2. Social Impact**

a. Patient Safety and Access: We are committed to ensuring the safety, efficacy, and quality of our pharmaceutical products. We will work to provide access to our medicines for patients in need and encourage our partners to provide products manufactured by us in underserved communities.

b. Employee Well-being: We recognize that our employees are our most valuable asset. We will strive to create a safe and inclusive work environment, promote work-life balance, and provide opportunities for professional growth and development.

c. Diversity and Inclusion: We embrace diversity and are committed to fostering an inclusive workplace that values and respects people of all backgrounds, experiences, and perspectives.

d. Community Engagement: We will actively engage with the communities in which we operate, supporting initiatives that address local health and social needs.

e. Human Rights: We respect and uphold human rights, both within our organisation and throughout our supply chain. We will not tolerate any form of forced labour or child labour.

### 3. Ethical Governance

- a. Integrity and Transparency: We will conduct our business with the highest standards of integrity and transparency. We will accurately and promptly disclose information that may impact stakeholders.
- b. Corporate Governance: We will maintain a strong and independent board of directors, ensure effective oversight, and comply with all relevant corporate governance regulations and guidelines.
- c. Anti-Corruption: We have a zero-tolerance policy towards corruption and bribery in any form, whether in our business operations or interactions with stakeholders.
- d. Data Privacy and Security: We will protect the privacy and security of all personal and sensitive data collected, stored, and processed in our systems.
- e. Supply Chain Ethics: We will promote ethical practices throughout our supply chain and work with suppliers who share our commitment to ESG principles.

### 4. Reporting and Accountability

- a. ESG Reporting: We will regularly measure, monitor, and publicly report our ESG performance, including progress towards our sustainability goals.
- b. Stakeholder Engagement: We will actively engage with stakeholders, including investors, employees, customers, and communities, to understand their concerns and incorporate feedback into our ESG practices.
- c. Executive Responsibility: The Board is ultimately responsible for oversight of IDT’s sustainability and environmental, social, and governance (ESG) matters within the Company. The Board has delegated the responsibility to the executive leadership team who will be accountable for the implementation and effectiveness of this ESG policy.

### 5. Conclusion

This ESG policy represents our unwavering commitment to sustainability, social responsibility, and ethical governance in all aspects of our business operations. We will continuously review and update this policy to ensure it remains aligned with our values and the evolving needs of our stakeholders. By adhering to these principles, we aim to make a positive impact on society, protect the environment, and drive long-term value for our shareholders and other stakeholders.

### 6. Review of Policy

This Policy is reviewed on a periodic basis. However, the Board will review this Policy as often as the Board determines appropriate and make any changes it determines necessary or desirable.

<b>Last Review Date:</b>	31 July 2024
<b>Approval Date:</b>	20 Aug 2024
<b>Next Review on or before:</b>	June 2026