



Sustainability Policy

PERSOL | Programmed recognises that Sustainability - encompassing Environment, Social and Governance (ESG) - is fundamental to our responsibility to our employees, customers, suppliers and the broader community. We commit to taking purposeful action that reduces environmental harm, strengthens social responsibility, and supports transparent governance. This policy incorporates environmental management in accordance with ISO 14001 and broader sustainability (ESG) commitments.

We will

- Act on climate change by contributing to Persol Holdings' goals of Net Zero by 2050, embedding continuous environmental improvement across all operations.
- Measure and transparently report greenhouse gas emissions, including Scope 1, 2 and relevant Scope 3 categories.
- Continually improve our environmental management system to enhance environmental performance.
- Prevent pollution and minimise environmental harm by identifying, assessing and managing environmental aspects and impacts across all operations.
- Ensure compliance with all applicable environmental legislation, licences and regulatory requirements.
- Raise awareness of environmental responsibilities among employees, suppliers and stakeholders through training, communication and engagement.
- Promote circular economy and waste minimisation, including separation, recycling and resource efficiency.
- Procure sustainable goods and services through the supply chain, integrating environmental and social criteria into supplier selection and performance evaluation.
- Apply a lifecycle perspective to our activities, products and services to reduce environmental impacts from procurement through to end-of-life.
- Embed social responsibility across Equal Opportunity; Diversity, Equity, Inclusion & Belonging; Whistleblower; and Human Rights policies.
- Demonstrate leadership and accountability, ensuring resources and governance are in place to achieve sustainability outcomes.

This policy applies to all activities undertaken by PERSOL | Programmed.

Graeme Hurn
CEO Programmed

Our purpose is to build outstanding people, strong customers and great communities.



Sustainability Policy

Objectives & Targets (FY2025 – FY2035)

1. Climate & Energy

- Reduce Scope 1 and 2 emissions by 62% by FY2035 (from FY2025 baseline).
- Complete an annual greenhouse gas inventory covering Scope 1, 2 and relevant Scope 3 categories.
- Publicly report emissions performance and progress annually by 2028.

2. Environmental Compliance & Risk

- 100% of significant environmental aspects undergo documented risk assessment at least every three years, or earlier where operational or regulatory changes occur.
- Maintain zero unresolved environmental incidents and related non-conformances beyond agreed corrective action timeframes.

3. Waste & Circular Economy

- Identify and implement waste-reduction initiatives and recycling systems annually across major operations by 2030.
- Achieve a minimum 30% waste diversion from landfill by 2030.

4. Sustainable Procurement & Supplier

Engagement

- 100% of new suppliers to accept the Vendor Code of Conduct as a condition of contract.
- Engage with key vendors to understand their environmental performance in alignment with PERSOL | Programmed's position.

5. Awareness, Training & Social Responsibility

- >95% of employees have completed the company induction (at commencement and refresher within schedule), understanding basic level Sustainability and ESG within PERSOL | Programmed.
- 80% of the Senior Management Team have completed Sustainability and Ethics training.

6. Embedding Social Responsibility

- Embed key social and ethical topics awareness training into the onboarding process, with a completion rate >95%.
- Deliver at least one social-focused communication or campaign per year to employees and key stakeholders.

This policy applies to all activities undertaken by PERSOL | Programmed.

Graeme Hurn
CEO Programmed

Our purpose is to build outstanding people, strong customers and great communities.