

ESG Statement:

At Amber Aged Care Inc, we believe that our responsibility extends beyond providing quality care to our residents. We recognise our duty to be stewards of the environment, champions of social well-being, and advocates for ethical governance. We are committed to integrating Environmental, Social, and Governance (ESG) principles into every facet of our operations.

Principles:

Our ESG principles guide our decisions and actions:

1. **Environmental Stewardship:** We are dedicated to reducing our carbon footprint, conserving resources, and adopting sustainable practices that safeguard our planet for future generations.
2. **Social Responsibility:** We prioritise the well-being and dignity of our residents, staff, and community. Our commitment to diversity, inclusion, and fair labour practices is unwavering.
3. **Ethical Governance:** Transparency, integrity, and compliance with laws and regulations are at the core of our governance framework. We are accountable to our stakeholders and dedicated to maintaining their trust.

Application:

These principles are not just words – they are the foundation upon which we build our operations, strategies, and relationships. Our commitment to ESG informs how we manage our facilities, interact with residents, engage with the community, and lead our workforce.

Environment:

We minimise our environmental footprint through energy-efficient technologies, responsible waste management, and sustainable water practices. Our aim is to contribute to a healthier planet and inspire others to do the same.

Social:

We provide exceptional care that enhances the well-being and quality of life of our residents. We value diversity, ensure fair labour practices, and foster an inclusive environment that respects the dignity of every individual.

Governance:

We uphold the highest standards of ethical governance. Our leadership is dedicated to transparency, accountability, and complying with all applicable laws and regulations.

Statement:

Amber Aged Care Inc is committed to creating a positive impact:

Process:

Our ESG commitment is woven into every aspect of our organisation:

- We establish clear ESG goals and targets that align with our principles.
- ESG considerations are integrated into our decision-making processes, from facility upgrades to community engagement initiatives.
- Regular assessments and audits help us monitor our progress and identify areas for improvement.
- We actively engage with stakeholders to gather feedback and ensure our ESG efforts are aligned with their expectations.

Compliance:

We hold ourselves accountable to the standards we set:

- Our ESG Policy outlines our commitment to environmental sustainability, social responsibility, and ethical governance.
- We regularly review and update our policy to adapt to changing circumstances and emerging risks.
- Compliance with ESG principles is the responsibility of every team member, and we provide ongoing training to ensure understanding and adherence.

Thank you for joining us on this journey toward a more sustainable and inclusive future. Together, we will continue to make a positive impact that resonates beyond our walls.

Sincerely,

ESG (Environmental Social Governance)

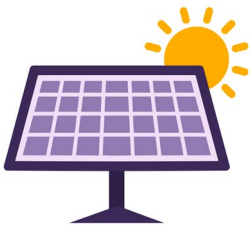
Sustainability Snapshot from Board Chair and CEO

Environmental

War on waste

- Removal of disposable coffee cups and water bottles within the facility
- 50% of Paper based forms have now been made electronic (not sure this is the right wording)
- Forms and pamphlets for new residents available via website or USB reducing printing
- Pura taps installed and plastic single use water bottles discontinued

Solar panels



110 panels supporting the facility as a renewable energy source

Lighting



Transition to led lighting throughout facility 50% complete
The impact of this change

- Led lights use 80% less energy to produce the same amount of light
- Globes don't need to be changed so often

Air quality

- San air sachets Kills 99% of airborne bacteria, mould, fungus and spores. Improving the air quality for our residents

Social



People

Providing meaningful career paths for a diverse and inclusive workforce

Barkuma/ Maxima 5 participants: Barkuma and Maxima are not-for-profit organisations who work alongside people with disabilities to find rewarding and meaningful employment, learn new skills and be included in the community.

Supplier relations:

Ensuring ethical supply from reputable suppliers

Ensuring suppliers have a global awareness and a governance driven responsibility towards modern slavery

Governance



Corporate governance

- A Board structure that embraces diversity and effective skill-based governance
- Remuneration that is aligned with performance
- Transparency in reporting
- Responsible investment strategy
- Policies, procedures, and process that support robust risk management and compliance to governance practices

Equip board members with the knowledge needed to make informed ESG-related decisions

Stakeholder Engagement

Engage residents, families, staff, in regular feedback and communication channels to address concerns and improve services.