

Carroll Energy works to be a leading company for the provision of electrical systems to the Energy, Industrial and Mining industries. Carroll Energy has the unique opportunity to support these industries in their drive to reduce carbon emissions and adverse environmental impact through smart, functional and reliable electrical systems in renewable energy generation, energy storage and decarbonisation.

Acknowledgment of Country

Carroll Energy acknowledges the Traditional Custodians of Country across Australia and recognises their continuing connection to land, waters and culture. We pay our respects to Elders past, present and emerging.

Policy Objective

Carroll Energy aims to integrate the consideration and management of ESG risks and opportunities into our strategies, plans and processes to positively contribute to the development and advancement of our Country in a manner that sustains the natural environment and meets socio-economic needs for today and generations to come.

Policy Statement

Carroll Energy will apply a systematic approach to ensure decisions are made in alignment with good ESG practices through:

1. CARROLL ENERGY INTERNAL ESG BUSINESS PRACTICES

A. Strategic Focus

Carroll Energy will identify (refer to Item 4.) and incorporate considerations of ESG factors into our business strategies and objectives to ensure our company direction provides products and services that support environmental sustainability and socio-economic development.

B. Operational Processes

Carroll Energy will integrate the consideration of ESG factors into decision-making and operational processes to build a fair workplace that is safe and produce performance outcomes that are socially effective and environmentally efficient.

C. Monitoring & Review

Carroll Energy is committed to annually monitoring and reviewing its business projects, services and processes against the ESG factors listed in item 4. to ensure continual improvement and good governance.

2. CLIENT AND SUPPLIER ESG BUSINESS PRACTICES

Carroll Energy will seek appropriate disclosure on ESG issues from its Suppliers and Clients to understand their key drivers, business approach, performance and policies. In doing so, the process aims to ensure the Suppliers and Clients that Carroll Energy engages have an ESG focus.

3. COLLABORATION & KNOWLEDGE SHARING

Carroll Energy seeks to be a catalyst for change in ESG by:

- sharing what we learn.
- engaging with industry and peak bodies for greater support and improvement.
- participating in research, presentations and forums to promote awareness.
- encouraging fellow businesses to implement change and innovation for positive ESG outcomes.

4. ESG FACTORS CARROLL ENERGY CONSIDERS

ESG factors are broad and cover a range of issues, some of which are not applicable to Carroll Energy and our business strategy. The following ESG considerations are an overview of factors that are most relevant to Carroll Energy and the area in which we work:

	ENVIRONMENTAL	SOCIAL	GOVERNANCE
RISKS WE AIM TO REDUCE	Biodiversity impact	Employee Health and Safety Risks	Inadequate risk mitigation and management
	Harmful discharge of pollutants or waste	Marginalisation and inequality	Uninformed decision-making
	Overproduction of carbon emissions		
	Environmental mismanagement		
OPPORTUNITIES WE AIM TO SUPPORT	Decarbonisation toward Net Zero Emissions	Local job creation and learning opportunities	ESG Compliance
	Circular Economy	Community Engagement	Communication and transparency
	Resource Efficiency	Respect of Indigenous Connection and Culture	Quality performance and innovation
	Industry Collaboration and Engagement		
AREAS OF ZERO TOLERANCE	Use of prohibited technologies	Modern Slavery	Bribery and Corruption
	Animal Cruelty	Human rights abuse	Unethical conduct
	Environmental crimes	Unsafe workplace health and safety practices	

Carroll Energy applies a robust approach to ESG considerations. Additional or varying ESG factors may be considered as changes occur.

Framework in which this Policy Operates

This Policy is intended to support and guide Carroll Energy's:

- Business Strategy
- Risk Management Framework and Risk Appetite Statement
- Code of Conduct
- Business Ethics Policy
- Anti-bribery and Corruption Policy
- Human Rights Policy

- Indigenous Engagement Policy
- Diversity and Inclusion Policy
- Environmental Management Policy

Policy Responsibility and Accountability

The Director has responsibility for the day-to-day management of Carroll Energy and adherence to this Policy. Our team assists to embed the ESG Policy across company activities.

Document Management

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Contact:

admin@carrolleenergy.au

Carroll Energy
ABN: 36 665 607 303
WA EC15627 & NT EC: C4428

carrolleenergy.au