
SUSTAINABILITY POLICY

1. Who's this document for?

This policy is from Wellfully Limited ACN 056 482 636 (**Wellfully, us, our, we**) and it's for all our employees, directors, officers, contractors and consultants (**you, your**). It applies to these people regardless of where they are or local customs or laws.

2. Why does this document matter?

Our mission is “to see a world where technology is so precise and effective it works naturally with your body and the world around you, helping you thrive to your fullest potential.” A key aspect of our mission and vision (and value proposition for customers and partners) is that our products produce less waste than traditional products (e.g. Réduit products 20x less). This signifies our commitment to the environment and sustainability.

This policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives, our work and our success. The aim of this policy is to:

- a. ensure our operations always meet the environmental laws in the places that we operate;
- b. our research and development always considers how we'll improve the environment;
- c. monitor the environmental actions and improvements internally; and
- d. communicate environmental initiatives internally and externally.

3. Our commitments

We realise the adverse impacts that human activity can impose and we're committed to take actions to prevent degradation of those natural systems.

We commit to the following principles and practices:

Directors
Mr Antonio Varano
Mr Steven Schapera
Mr Jeffrey Edwards
Mr Cameron Reynolds
Mr Anthony Wright

CEO
Mr Paul Peros

Company Secretary
Mr Henko Vos

Registered Office
284 Oxford Street
Leederville
Western Australia
6007

Contact
Tel: +61 8 9443 3011
www.wellfully.net
ABN: 72 056 482 636

- a. monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts;
- b. we will set measurable objectives and targets to achieve higher standards through continuous improvement relating to sustainability;
- a. complying with relevant environmental laws (in all of the countries that we operate in);
- b. reducing the consumption of natural resources in daily operations, including water, paper, packaging and energy;
- c. maximising the reuse and recycling of resources;
- d. disposing of waste appropriately;
- e. committing to the principles of preventing pollution to the environment and continual improvement;
- f. minimising pollution by taking steps to limit carbon emissions resulting from our operations;
- g. where possible, encouraging suppliers and partners to meet high standards of environmental performance;
- h. communicating this policy to all employees, contractors and other stakeholders, and make this policy available to the general public;
- i. we will provide information, training, instruction or supervision to our people;
- j. reporting on our environmental performance in both internal and external communications, where relevant; and
- k. reviewing this policy annually and measuring targets and performance as part of that review.

4. Implementation and objectives

We think that this policy contributes to achieving our objectives and embeds the importance and value of sustainability and

environmental compliance. The Board will review and approve measurable objectives for this.

The Audit and Risk Committee will:

- a. make recommendations to the Board regarding the measurable objectives;
- b. annually assess the objectives set by the Board and the progress in achieving them;
- c. review and monitor the effectiveness of this policy, publication of this policy and our progress; and
- d. oversee the implementation of initiatives outlined in and arising from this policy.

From Financial Year 2022, we'll provide information in our annual report regarding this policy, our objectives for sustainability and the environment, and our progress towards achieving them.

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