

G8 Education Limited

ABN: 95 123 828 553

Sustainability Policy

<i>Last Reviewed</i>	<i>December 2025</i>
<i>Next Review</i>	<i>November 2026 (Board)</i>

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1. Introduction

At G8 Education Limited our purpose is to create the foundations for learning for life. We recognise the important role we play in the lives of the children in our care, the families we support and the community in which we operate. We aim to contribute to a robust, equitable and sustainable future for all stakeholders. The success of G8 depends on the successful implementation of sustainable business practices that minimise our negative impacts and maximise our positive ones for the long-term benefit of all of our stakeholders.

2. Scope

This document applies to all employees, officers and directors of G8 Education Limited and its subsidiaries (collectively referred to as “**G8**” or the “**Company**”).

3. Purpose

The purpose of this Sustainability Policy (“**Policy**”) is to formalise and communicate G8’s approach to sustainability.

It is G8’s intention to:

- adopt sustainable business practices as a core business competency across all operations, ensuring integration into strategic planning, decision-making and risk management processes;
- provide assurance to the Board and key stakeholders of G8’s commitment to a transparent and measurable sustainability approach;
- build a culture of sustainability and reduce G8’s ecological footprint; and
- incorporate principles and understanding of sustainability into teaching, learning and community engagement.

4. Policy Statement

G8 is committed to improving sustainability by actively managing environmental, social and governance risks while seeking opportunities to create positive impacts and drive innovation. We integrate sustainability principles into our operations, learning programs and community engagement to support a resilient and sustainable future.

G8 will meet its commitments at a Centre level by seeking to:

- Ensure that team members undertake child safety and protection training annually;
- Improve the quality of G8’s centres so that they at least meet or exceed the National Quality Standards;
- Ensure each centre’s environment is safe, clean and well maintained;
- Role model, teach and promote children’s awareness of the environment through daily practices, resources and educational opportunities;
- Ensure our team members are engaged and fulfilled in their roles at G8 including conducting regular engagement activities;

- Incorporate best practice sustainable practices and principles within the daily routines of G8 Education and care services, including:
 - Recycling
 - Gardening
 - Biodiversity
 - Energy conservation
 - Water conservation
 - Sustainable equipment purchases
 - Environmentally friendly initiatives
 - Sustainability education;
- Encourage educators, children and families to become advocates for a sustainable future and appreciating the wonder of the natural world while protecting the planet for future generations;
- Establish a champion of sustainability at G8 Centres;
- Track economic, environmental and social impacts caused by everyday activities and implement actions to reduce adverse impacts;
- Establish alliances with sustainability focused suppliers;
- Reduce emissions through use of renewable energy;
- Keep informed about practices and ideas for sustainability.

G8 will meet its commitments at a **Support Office** level by seeking to:

- Conduct materiality assessments to identify and prioritise the most significant sustainability issues for G8 and stakeholders, ensuring efforts are focussed where they matter most;
- Develop, measure and report performance against sustainability targets, including targets for greenhouse gas emissions to measure and disclose our impact;
- Implement a framework for ensuring alignment with evolving regulatory requirements, including the Australian Accounting Standards Board (AASB) standards, the Early Education and Care Services Legislation, the Modern Slavery Act and the National Quality Framework relating to sustainability and environment;
- Ensure G8 promotes a culture of openness, honesty and transparency, including an active whistleblower policy where notifications can be made in strict confidence and anonymity without retribution;
- Recognise environmental, social and governance risks and opportunities within G8 Education's network and supply chain, and implement strategies to manage those risks while enhancing positive impacts. This includes monitoring, reducing or avoiding waste generation, emissions and use of natural resources;
- Engage with suppliers that align with our culture of promoting sustainability, including through minimising environmental impacts of their operations and maintaining environmentally responsible policies and practices;

- Incorporate sustainability factors into investment analysis and decision-making processes , aligning asset management with sustainability principles and climate-related considerations;
- Ensure sustainability is integrated into procurement processes to positively influence our supply chain to integrate sustainable business practices into their businesses;
- Build the capacity of our stakeholders by providing education and learning opportunities for team members, children and families to enable them to make sustainable decisions;
- Engage stakeholders to leverage opportunities to improve our sustainability performance;
- Plan and take action to support diversity across team members, families and community profiles, and work to support the health and wellbeing of all stakeholders;
- Provide an open, inclusive and respectful environment for team members, families and children;
- Develop and implement a National Reconciliation Action Plan to close the gap between Aboriginal and Torres Strait islander people and other Australians; and
- Allocate appropriate resources for the effective implementation of this policy.

G8 supports the United Nations Sustainable Development Goals (SDGs) which set a global agenda for sustainable development through 2030. G8 is committed to maintaining alignment between the SDGs and our sustainability initiatives, and our sustainability targets aim to support the SDGs.

5. Reporting

G8 recognises that increased transparency and disclosure of our performance managing sustainability-related risks and opportunities is beneficial to improving decision-making and accountability.

G8 will report against its material sustainability topics, disclose progress against sustainability targets, and provide clear and accurate information on climate related financial risks and opportunities.

6. Responsibility

The **Board of Directors** has overall accountability for setting and reviewing this Policy, the Sustainability Targets and the establishment of effective governance and assurance to ensure sound sustainability reporting.

The **Executive Leaders** have accountability for the development and implementation of operational programs to support sustainable performance, effective implementation of sustainable systems and the achievement of sustainability targets.

All **team members** have a responsibility to follow and embrace sustainability processes and procedures that are adopted by G8.

7. Review

This Policy will be reviewed by the Board at least annually.

A copy of this policy document is available to all employees and is available on the corporate governance section of the company's website www.g8education.edu.au.