



Environmental and Social Charter

Corporate Responsibility

The Hydroponics Company Limited (the **Company** or **THC**) is committed to conducting our operations and activities in harmony with the environment and community, and wherever practicable to work in collaboration with communities and government institutions in decision-making and activities for effective, efficient and sustainable solutions.

Employees

THC promotes equal opportunity and non-discrimination for employees and contractors.

THC adopts a responsible management structure, hiring qualified and experienced employees and contractors with clearly defined functions and responsibilities.

Health and Safety

THC promotes a safe and healthy working environment for our employees and contractors to ensure the highest standard of health and safety performance in accordance with relevant standards and regulations.

Environment

THC are committed to minimising the environmental risks and impacts of their operations by the following:

- (a) Comply with all applicable legal requirements and applicable industry Codes of Practice in relation to the environmental aspects of its activities;
- (b) Strive for continual improvement in its management of the environmental aspects of its operations in accordance with relevant legal requirements and policy guidelines;
- (c) Inform employees and contractors involved in the operations of THC of relevant environmental standards and rehabilitation requirements;
- (d) Conduct activities in a manner that safeguards the health and safety of people;
- (e) Communicate this environmental charter to employees and interested parties;
- (f) Conduct risk assessments as required for activities on a site-specific basis to manage all environmental impacts;
- (g) Prevent pollution through strict adherence to set practices and procedures;
- (h) Strive to minimise waste in all aspects of operations through reduction, reuse and recycling;
- (i) Being mindful of the need to minimise impacts to the landscape and biodiversity values and where possible take practical measures to mitigate the impacts of the activities of THC.

This Environmental Charter is applicable to all of THC operations.