



Environment

Policy

Our Commitment

Santos is committed to minimising our environmental impact.

Our Actions

We will:

1. Integrate environmental management requirements into the way we work, including measures for biodiversity, emissions and air quality, and waste and water management
2. Comply with all relevant environmental laws and continuously improve our management systems
3. Include environmental considerations in business planning, decision making and asset management processes
4. Identify, control and monitor risks that have the potential for environmental impact, so far as is reasonably practicable, applying the mitigation hierarchy (avoid, minimise, restore, offset)
5. Report, investigate and learn from our incidents
6. Consult and communicate with, and promote the participation of, all workers to maintain a strong environmental culture
7. Provide training for employees to understand the impacts of the company's activities on the environment
8. Work proactively and collaboratively with our stakeholders and the communities in which we operate
9. Not undertake new exploration activities within the boundaries of natural sites on the World Heritage List (as specified on 19 August 2025)
10. Set, measure, review and monitor objectives and targets to demonstrate proactive risk reduction processes are in place and support a continuous improvement approach to managing environmental impacts
11. Report publicly on our environmental performance

Governance

The Safety and Sustainability Committee is responsible for reviewing the effectiveness of this policy.

This policy will be reviewed at appropriate intervals and revised when necessary to keep it current.

This policy applies to employees and contractors as defined in the Santos Code of Conduct.

Kevin Gallagher
Managing Director and CEO

Approved by:	The Board		
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