



Suite 606, 37 Bligh Street, Sydney NSW Australia 2000

**Monday, 9 December 2019****ASX ANNOUNCEMENT**

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**SUSTAINABILITY OF OPERATIONS POLICY 2020**

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The Board of the Company approved the following Sustainability of Operations Policy on 3 December 2019.

This policy and other compliance policies of the Company may be found on the company's web site; [www.a1investments.com.au](http://www.a1investments.com.au).

**A1 INVESTMENTS & RESOURCES LIMITED**

**Peter Ashcroft**  
**Executive Chairperson**  
**and Company Secretary**

## **A1 INVESTMENTS & RESOURCES**

### **SUSTAINABILITY OF OPERATIONS POLICY 2020**

#### **Purpose**

A1 Investments & Resources Limited (“A1 or the Company”) is committed to the ongoing development of a strategic and consistent enterprise-wide approach to undertaking all its business operations in an environmentally sustainable manner.

The earth’s environment and the resources the Company uses in its business are under severe stress from uncontrolled human activity including over fishing, over grazing, threatening the survival of our society and the performance of the Company’s mission to be successful and provide good and sustainable profits for the benefit of our shareholders.

A1 accepts that it must work to preserve the environmental sustainability of the planet, at all levels of its operations – in its own practice, as a participant in a community of practice, and as a participant in the Australian economy and in other places in which the Company carries on operations.

A1 aspires to minimise its impact on our environment and maximise the effective use of resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this policy and fostering responsible environmental behaviour amongst staff, contractors, suppliers, and customers.

A1 is committed not only to complying with applicable laws in all of its operations but to minimise the risks and impacts through the development of robust and documented systems to implement, measure, monitor, and disseminate excellent environmental performance both within its operations and to the broader community.

#### **Scope**

This Environmental Sustainability Policy aims to integrate a philosophy of sustainable development into all the organisation’s activities and to establish and promote sound environmental practice in our operations.

This Policy applies to every person who works for A1 Investments & Resources Limited and its subsidiaries (“A1 Group”) in Australia and overseas. The A1 intends to encourage any joint venture partner engaged in part of the business to also adopt their operations in an environmentally sustainable manner.

The policy extends to the decisions by the Company in entering joint ventures whereby the Company confirms its intention to preference those companies that maintain and promote environmentally sustainable practices.

## **Policy Principles**

- This policy is to be read in conjunction with all current policies of the Company but particularly the Risk Management Policy.
- This policy reinforces the principal that environmentally sustainable operations create and protect value for the A1 Group which if not adopted and applied may impact the achievement of objectives.
- This policy is designed to reinforce the long term goals of the A1 Group which is to provide acceptable returns to its shareholders over the medium, and long term and ensure that the businesses upon which the A1 Group undertakes will continue for the medium and long term.
- The adoption of sustainable operations practices including the re-stocking of harvested animals will ensure that such business continue to prosper over the medium and long term by preserving the substance of those businesses.
- The policy must be transparent and inclusive of all relevant stakeholders to ensure effective application of the policy.
- The effectiveness of operating in a sustainable manner is always improving through research, training, improved technology, ongoing monitoring, periodic reviews, communication and collaboration.

## **The Policy**

A1 commits itself to minimising its impact on our environment through

- Providing a safe and healthy workplace;
- Having an environmentally sustainable aware culture, where responsibility is assigned and understood;
- Being an environmentally responsible neighbour in our community;
- Conserving natural resources by reusing and recycling;
- Ensuring as best we can that all products that we produce, harvest, cultivate, process and eventually sell are produced from products that are sustainable. For the purposes of clarity this means that A1 will ensure all fishing or sea food harvesting is undertaken along with a breeding and re-stocking program of the product being taken;
- Using, in our own operations, processes that do not adversely affect the environment;
- Ensuring the responsible use of energy throughout the organisation;
- Using renewable energy wherever practical, including in processing and distribution. For the purposes of clarity the Company confirms it will seek to have all processing plants equipped with renewable energy devices (eg solar panels), all vehicles where possible are to be hybrids or better.
- Participating in efforts to improve environmental protection and understanding;

- Taking steps to improve environmental performance continually;
- Conducting rigorous audits, evaluations, and self-assessments of the implementation of this policy;
- Working with suppliers who promote sound environmental practices; and
- Enhancing awareness among our employees, contractors and suppliers, and whenever possible customers – educating and motivating them to act in an environmentally responsible manner.

### **Responsibilities**

Our approach to business is guided by commitments to the following principles: Leadership, Inclusivity, Transparency, Integrity, Stewardship and Continuous Improvement.

Staff and contractors are expected to uphold our objectives under this policy to the fullest extent possible within prevailing budgets, and to inform management of financial and other barriers to achieving our goals.

We acknowledge we have limited influence over third parties. While we cannot control the decisions of these parties, we commit to educate them of our policy and encourage them to align operating practices with our policy objectives.

Our attention to environmental, social and economic responsibility includes working within the law and voluntarily exceeding legal requirements in order to be innovative and demonstrate leadership on the issues that are important to us and our stakeholders. As we plan for the future, execute our business plans and evaluate our success (and equally our failures), we are able to choose every day in big and small ways how our actions and words build a better quality of life for our employees, customers, suppliers and third parties.

### **Compliance with this Policy**

Processes established and used for the management of risk should demonstrate alignment and consistency with the principles and requirements in this Policy.

Compliance with this Policy will be periodically assessed by an audit.

### **Review**

This Policy will be reviewed every two years or earlier if required by a change in circumstances.

**BOARD APPROVAL**

This Sustainability of Operations Policy Statement has been approved by the Board of A1 Investments & Resources Limited on 3 December 2019. This Sustainability of Operations Policy Statement is correct as 9 December 2019.

**Charlie Nakamura****Managing Director and Chief Executive  
Officer****Peter Ashcroft****Executive Chairperson & Company  
Secretary**

Monday, 9 December 2019

**A1 Investments & Resources Limited**