

# ParagonCare

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## **Corporate Social Responsibility Policy**

**Paragon Care Limited**

**ACN 064 551 426**

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## 1. Purpose

Paragon Care Limited (“**Paragon**”) is committed to ensuring that we meet our legislative and regulatory obligations, and continue to operate in a responsible and sustainable manner by:

- Identifying and effectively managing and mitigating environmental risks from all work practices;
- Cultivating an employee culture committed to achieving our objectives under this policy; and
- Implementing strategies and a reporting framework to give effect to our objectives stated under this policy.

We recognise the vital role sustainable practices play in investment and business decisions. We will continue to behave ethically and with integrity and employ socially acceptable and cost-effective strategies to mitigate threats to the environment, our people, customers, suppliers, partners, government, investors and the general public.

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## 2. Scope

This is a group-wide policy and applies to Paragon’s obligations as required by legislation and regulation. This policy applies to all Paragon Team Members.

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## 3. Policy

### 3.1 *What does this policy cover?*

This document outlines Paragon’s environmental and sustainability policy in relation to a range of issues that the Group believes are relevant and important for the Paragon business.

#### **Principles of Sustainable Procurement at Paragon:**

- Paragon will adopt strategies to minimise unnecessary consumption and manage demand (this includes the consumption of energy and water);
- Paragon will consider the purchase of goods and infrastructure that can be reused, repaired and recycled, and that include recycled content;
- Paragon will endeavour to minimise the environmental impacts over the life of goods and services purchased by choosing options that have lower adverse impacts associated with any stage of their production, use or disposal;
- Paragon will endeavour to foster innovation in sustainable products and services, during the design and implementation of associated procurement plans;
- Paragon is committed to continual improvement in regard to our environmental and sustainability practices; and
- Paragon will seek to have fair and ethical sourcing practices applied and take reasonable steps to ensure that suppliers are complying with socially responsible practices, including legislative obligations to employees.

#### **Supply Chain Management:**

Paragon expects suppliers to operate in an environmentally responsible and efficient manner to minimise adverse impacts on the environment. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and engage in activities that reuse and recycle.

### **Waste Management and diversion:**

Paragon is committed to implementing sustainable practices across our business that result in the diversion of waste from land fill wherever practical, and the minimisation of waste. This includes the implementation of processes across our Distribution Centres, logistics activities, and administration. We work in partnership with our suppliers and contractors to actively seek opportunities to reduce waste and maximise diversion.

### **Energy consumption:**

Paragon places a high priority on ensuring our assets are well managed and are operated in an energy efficient manner wherever practical to do so. We have embedded a number of energy consumption initiatives through the investment phase in our distribution centre network. In addition, we take a life cycle approach to invest and retro-fit energy efficient solutions in our existing network where it is practical and commercially viable to do so.

### **Water consumption:**

Paragon recognises the importance of water conservation in maintaining a sustainable environment. Paragon has embedded a number of water conservation initiatives.

### **Climate Change:**

Paragon understands the increasing pressure placed on the environment from climate change and changing weather patterns. Our aim is to monitor and seek commercially and environmentally sensible options to minimise our contribution to climate change. We will monitor the risk of climate change on our properties and our operations and will take sensible and prudent steps to mitigate any impacts.

### **Carbon Emissions:**

As a distributor, Paragon appreciates the importance of route management being optimised using available technology to cluster delivery runs to minimise the number and frequency of vehicle deliveries and therefore reduce the carbon emissions from our fleet service provider. While some measures are in place there is further opportunity to improve this in the future.

#### **3.2 *Breach of this policy***

Breach of this policy must be reported to the relevant General Manager, Executive General Manager or the People & Culture team immediately.

#### **3.3 *Policy Review***

This policy shall be reviewed every two years, or earlier if required by a change of circumstances. Changes to this policy require Board approval.

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## **4. Disclaimer**

This Policy sets out Paragon's general approach to the matters it covers but is not intended to bind Paragon. Accordingly, this Policy acknowledges that Paragon may, at its absolute discretion, amend, vary or terminate the Policy at any time and in any individual case, may depart from the Policy wholly or in part.

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## **5. Approved and Adopted**

5.1 This Policy was approved and adopted by the Board on 29 September 2022.