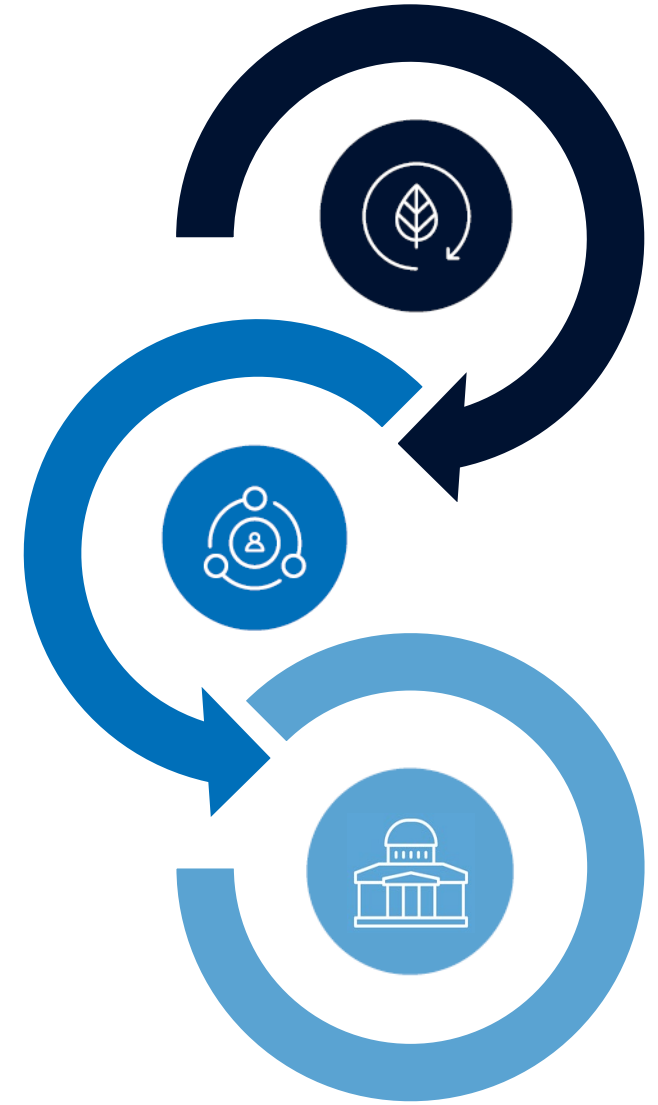


d'Albora

Environmental

Social

Governance



ESG Initiatives

d'Albora



Environmental

- Clean Marinas / Fish Friendly
- Sea Bins
- Climate considerations
- Water & Waste Water Management
- Waste & Recycling
- Electricity
- Pollution
 - Groundwater
 - Fuel & Dispensing
 - Spill Response
 - Dust & Noise



Social

- Making Waves Foundation
- Lisa Blair - Antarctica 2.0
- Code of Conduct
- Diversity & Inclusion Policies
- Health and Safety Management System
- Training and Development
- Return to Work




Governance

- Reporting and Disclosure
- EHSMS
 - Internal Controls / Risk Management
 - Health & Safety Management System
 - Hazard & Incident Management
 - Third Party Services
 - Contractor Management
- Compliance
(incl. Licensing, Regulations & Legislation)

Environmental



d'Albora engages in a number of environmental initiatives in line with its ESG Framework

Clean Marinas	<p>d'Albora has participated in the Marina Industries Association (MIA) accreditation program for International Clean Marinas (including Fish Friendly accreditation) for many years. Seven (7) of the d'Albora group are currently accredited with renewal due 2nd Qtr. 2022. The Clean Marina Program is wide reaching in its scope, externally audited every three (3) years, and addresses aspects including chemical management, waste, fuel systems, boatyard operations, and marine habitat, to name but a few.</p>	
Sea Bins	<p>We host Sea Bins supplied by the Sea Bin Project under various sponsorship arrangements at Cabarita Point and Rushcutters Bay marinas. Further opportunities arise from time to time. A goal of the Sea Bin project is to have major sponsorship from the relevant Councils (e.g. City of Sydney) where waste is generated and enters the waterways.</p>	
Climate	<p>d'Albora seeks to ensure project design considers the effects of Climate Change, especially sea level rise, such as at the Spit Marina Boatyard (under construction)</p>	
Water & Waste Water Management	<p>Water consumption is recorded monthly (via Marina checks) to monitor for increased consumption, either through leaks / losses, or from changes to site usage. Waste water costs are also impacted by supply water volumes due to being calculated on a discharge factor</p>	
Waste & Recycling	<p>Waste & Recycling supply agreements are with suppliers focussed on improved recycling, and a target of 70% diversion from landfill is specified within the Environmental Policy. All general waste collected from the Sydney based sites is taken to a resource recovery facility for sorting. Waste agreements are written to provide non-exclusivity for organics, e-Waste, liquid waste and recyclables captured within the Container Deposit Scheme. Further waste audits and reviews of opportunities are needed during 2022</p>	
Electricity	<p>Opportunities to be explored in future regarding use of solar, battery storage, electric vehicle and boat charging, and in the upgrading of lighting to LED's. Currently have 5 electric bicycles available for hire at Akuna Bay.</p>	
Pollution	<p>Impacts of pollution to air & water, the creation of noise, and impacts from waste, are managed by a number of integrated controls including ground water testing supporting SIRA, regular testing of fuel lines and dispensing facilities, spill response equipment & training, management of dust and noise</p>	

Social - Community



d'Albora engages in a number of social (Community) initiatives in line with its ESG Framework

Making Waves Foundation
<https://makingwavesfoundation.com.au/>

Sponsorship 2022 Making Waves Regatta – Discounted Venue hire for the event & donation of Auction items. 03.04.2022 and 2022 Sail Port Stephens – FOC Berthing of Making Waves Foundation for the regatta 04.04.2022 to 10.04.2022

d'Albora has a strong sustainability and sailing focus, Making Waves Foundation (MWF) formerly Sailors with disABILITIES (SWD) is an Australian registered not-for-profit organisation that, through sailing, becomes a catalyst for change in people's lives. They exist to offer life-changing opportunities to children, youth and adults with disabilities and those at a disadvantage to drive a more optimistic outlook for personal growth and improved life outcomes.

Lisa Blair – Antarctica 2.0 -
<https://lisablairsailstheWorld.com/>

Sponsorship In kind berthing of Climate Action in any d'Albora Marinas.
\$30,000 (30 degrees) towards 360 degrees fundraising campaign (Feb 2022 to May 2022)

As record-breaking solo sailor Lisa Blair prepares to embark on her latest adventure, a tilt at the speed record for circumnavigating Antarctica, d'Albora has jumped aboard with financial support for her campaign. Already providing in-kind support, upon hearing that Lisa needed more funds to make it to the start line, d'Albora immediately purchased 30 degrees from the 360 degrees fundraising campaign (see more at 360 Degree Sponsors — Lisa Blair Sails the World). In doing so, they are supporting the sustainability and ocean science Lisa plans to undertake while sailing solo around Antarctica.

Aboard her yacht Climate Action Now, Lisa is set off in February 2022 chasing the world record as the fastest person to sail solo, nonstop, and unassisted around Antarctica below 45 degrees. Lisa has partnered with the Clean Ocean Foundation for collection of environmental and scientific data on ocean health, deploy weather drifter buoys and collect microplastic samples in the most remote oceans of Antarctica.

Few ships travel these areas and minimal data currently exists.



Social – Human Capital



d'Albora engages in a number of social (Human Capital) initiatives in line with its ESG Framework

Engagement

d'Albora operates an intranet on the World Manager® Platform named "SetSail"

Policies incl.

Code of Conduct

WHS & E

Diversity & Inclusion

SetSail is used to immediately engage employees as the initial induction is provided via this platform. New employees are introduced to d'Albora and also undertaken a signed acknowledgment of or an e-learning module for all key policies including:

- Code of Conduct
- Personal Presentation Policy
- Leave Policy
- Social Media Policy
- Disciplinary Policy
- WHS & E Policy
- Bullying & Harassment Policy
- Time in Lieu Policy
- Drug & Alcohol Policy
- Grievance Policy

d'albora also utilises other policies provided by Balmain including Diversity, Inclusion and EEO, Electronic Use and Whistleblower.

Induction

Employees undertake an on site induction of the marina/s or Boatyard as appropriate. The initial onsite induction includes a detailed WH&S induction all of which need to be signed by both the employee and trainer. SetSail is used to document the induction as well provide employees access to all other policies and procedures including a comprehensive operations manual, set of Safe Work Method Statements (SWMS) and emergency procedures.

Training and Development

d'Albora has an established framework for Training and Development which includes attaining fork lift licenses, attending First Aid or Marina Management courses or Management courses. SetSail is used to capture the employee's development and training and monitor for license expiry to keep the workforce's licensing current. SetSail also houses numerous training videos, which are periodically refreshed, for employees to complete during their employment.

Health and Safety Management System

SetSail is also used for all elements of operations including hazard and incident reporting. Management is automatically and immediately notified of all incidents. Any matters that require further follow-up are automatically escalated and the Risk Management team monitor and closed out all reports once rectified. Rectification can be in the form of Tool Box talks, training videos or site repairs or upgrades. d'Albora also subscribes to Workplace Safety Australia for Safety & Environmental provide fortnightly & quarterly legislation updates & summaries, with access to an online portal of all Australian legislation, codes and other supporting information.

Return to Work *(WorkCover)*

d'Albora has trained and designated Return to Work Coordinators in all states of operation

Industry Associations

Member of a number of industry associations including Marina Industry Association (MIA) and Boating Industry Association (BIA). Also a sponsor of MIA.

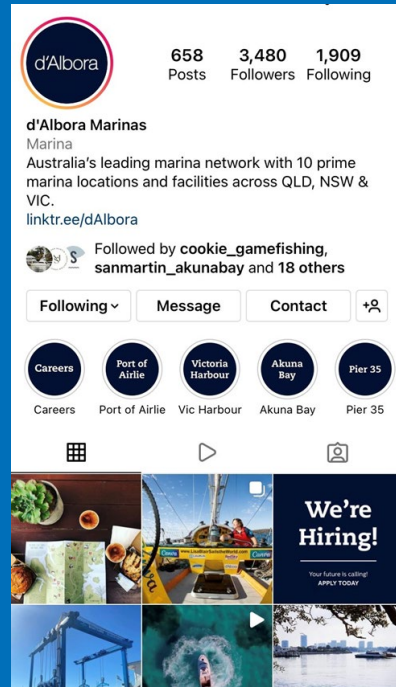
Social – Social Media



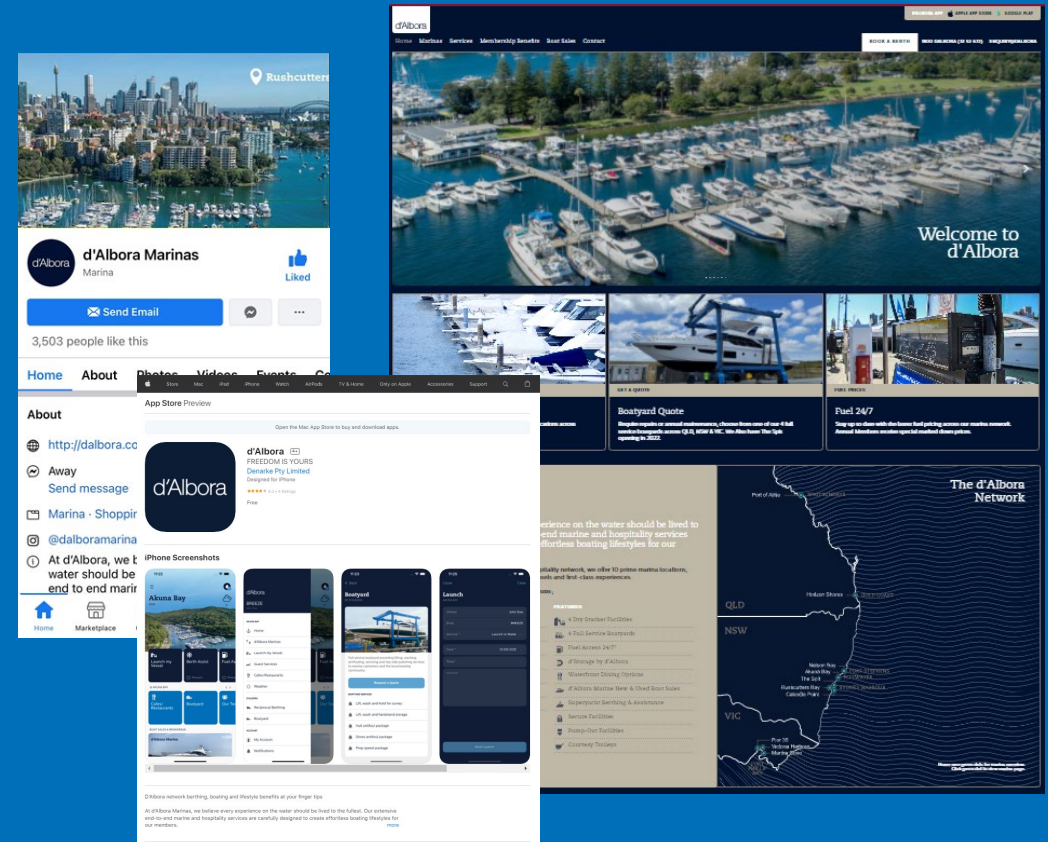
d'Albora engages the general public, members and guests, and employees using various social media platforms in line with its ESG Framework

Social Media

Instagram
Facebook
d'Albora APP
Website



- Features of all Marinas, Boatyards and Venues
- Promotes events, local activities and the idyllic surrounds e.g. eco tourism at Akuna Bay
- Used to recruit
- Showcases ESG initiatives.



Governance

d'Albora utilises in a number of governance practices in line with its ESG Framework



Management Control and Financial Oversight

EHSMS

Risk Management Team

Third Party Suppliers

Ongoing Employee Training

Contractor Management

The d'Albora Management Committee meets on a monthly basis to review financial performance, growth strategies, capital works programs, commercial property, operations, compliance and EHS. d'Albora undergoes an annual audit process conducted by KPMG.

d'Albora has a comprehensive Environmental Health and Safety Management System (EHSMS) in place that incorporates all the key elements of EHSMS into a structure that aids monitoring, reporting and improving all the necessary controls that fall under this regime and facilitates the business complying with its internal and external requirements.

d'Albora's EHSMS includes:

- Policies with a well-established review process that incorporates continuous improvement and alignment with the applicable regulation, legislation and/or licensing.
- A Risk Management team who:
 - Are responsible for the day-to-day oversight and implementation of the EHSMS
 - Liaise with site teams and management to introduce changes or additional activities of services
 - Track all incidents, hazard reports and environmental complaints (via the SetSail Incident reporting system) and report incidents in accordance with licensing requirements, if required
 - Drive general communication with all employees regarding changes, improvements or new requirements.
 - Assume the role of internal audit/compliance including maintaining a comprehensive annual calendar of required review and testing activities across all sites.
- Use of 3rd Party providers who will monitor and analysis specific areas of the business, for example, 6 to 12 month inspection of all fuel tanks and systems.
- A comprehensive training regime with includes videos, online quizzes, regular (signed off) Toolbox Talks and use of the Set Sail Incident reporting system. Training is also included in the onboarding process for new employees.
- Contractor Management process to ensure compliance by 3rd parties - d'Albora subscribes to the Boating Industry Association (BIA) Contractor Management system is used to host insurances, records of site induction, licenses and the like; with facilities for logging in and out of sites, emergency management and permit systems