

ESG Policy

Purpose:	To set out TSA Riley's commitment to operating responsibly and creating positive environmental and social impacts. It defines how the organisation manages its Environmental, Social, and Governance (ESG) responsibilities, maintains high standards of integrity, promotes sustainable practices, and measures its performance.
Applicable to:	TSA Management Group Holdings Pty Ltd and its affiliated corporate entities (TSA Riley).
Region(s):	Group (all Staff)

Policy

TSA Riley is committed to contributing to sustainable development by embedding robust ESG principles throughout its operations, services and client engagements. This commitment extends to the continual development of its ESG-related service offerings, positioning ESG as a core component of project delivery rather than just an add-on. By championing the integration of ESG principles, TSA Riley aims to create sustainable and resilient value for its clients, stakeholders, and the communities it serves. The commitment is supported by the ESG framework, which sets out TSA Riley's key focus areas:

- **Health, Safety & Wellbeing:** supporting its people's holistic wellbeing through a healthy work-life balance, professional growth, and community connection, while maintaining a safe, healthy workplace where its people are actively involved in shaping the TSA Riley culture and experience.
- **Data Security:** protecting information assets through robust security controls, regulatory compliance, continuous improvement, employee training, a comprehensive incident response plan, and transparent communication.
- **Modern Slavery Prevention:** identifying, preventing and addressing risks of modern slavery and human trafficking within its operations and supply chains through robust governance and responsible business practices.
- **Climate:** measuring its carbon footprint and reducing its emissions. TSA Riley recognises its responsibility to contribute to a low-carbon future and continues to embed sustainability into its operations and decision-making.
- **Diversity, Equity & Inclusion:** creating a workplace that values and celebrates diversity, ensuring an inclusive environment so that every employee can bring their whole self to work.
- **Employee Experience:** striving for its people to be inspired, empowered, and supported, through market-leading benefits, diverse career development opportunities, and recognition of individual contributions and high performance.
- **Ethics and Professional Integrity:** upholding the highest standards of integrity, independence and transparency in service delivery and decision-making, ensuring TSA Riley's values are consistently reflected in the advice it provides, the work it undertakes, the relationships it builds and the leadership it demonstrates.

ESG performance objectives are established, monitored and reported in alignment with the Global Reporting Initiative (GRI) framework.

This Policy will be periodically reviewed to ensure continued suitability.

Name Andrew Tompson
Position Chief Executive Officer
Date 1st July 2026
Signature

