

## Environmental Policy

### SCOPE

This document applies to all employees of Sydney Fish Market Pty Ltd (SFM) (including workers whose services are supplied to SFM by a labour hire agency or other supplier, contractors, and sub-contractors) and any other person who is notified that this document applies to them (collectively, Workers). This document also applies to tenants, buyers, fishers, and members of the public (collectively, Other Persons).

### PURPOSE

The Environmental Policy formalises Sydney Fish Market Pty Ltd (SFM) commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work. SFM acknowledges that its activities have an impact on the global and local environment and that we can optimise our operations to reduce our negative environmental impacts. SFM is the principal of the site, managing the tenancy of several wholesale and retail outlets and wharf facilities utilised by the local fishing industry and recreational boating community.

### DEFINITIONS

*Environmental Aspects* - Element of an organisation's activities, products or services that can interact with the environment.

*Environmental Impacts* - Any change to the environment, whether adverse or beneficial, wholly, or partially resulting from an organisation's environmental aspects.

### POLICY

SFM is dedicated to promoting a culture of continuous improvement in the prevention of pollution and environmental sustainability of all its activities, considering the life cycle perspective. SFM works with industry bodies, government, business partners, and others to progress best practice environmental sustainability throughout the seafood industry.

By integrating sustainable environmental practices into our daily operations SFM will continually look for ways of improving our systems for the benefit of our environment.

### ENVIRONMENT MANAGEMENT COMMITMENT

The key points of the environment management strategy are:

- Commit to fostering the sustainable use of the Earth's resources by "treading lightly", in order to minimise our impact on the land.
- Comply with all relevant environmental legislation, regulations, planning policies and related initiatives as reasonably possible.
- Incorporate environmental considerations into our core business plans and management processes.
- Undertake responsible resource management practices minimising waste production and maximising the amount reused and recycled.
- Identify and control aspects of SFM's operations that could significantly impact the environment.
- Set and evaluate environmental performance, and establish objectives and targets to minimise environmental impacts.

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- Reduce the consumption of resources associated with operations (e.g., energy, water, paper).
- Consider environmental aspects in the procurement of products and services and endeavouring to ensure suppliers meet high standards of environmental performance.
- Communicate our environmental performance through the annual reports.
- Communicate this Environmental Policy Statement to all staff and make it available to the public.

**This Policy is to be reviewed at least once per year in consultation with the environment committee.**

A handwritten signature in black ink, appearing to read "Daniel Jarosch".

Daniel Jarosch  
Chief Executive Officer  
11<sup>th</sup> September 2025

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