

Sustainability and Environment



Responsible Executive:

General Counsel

Version Date: 22 May 2026

Next review date: 22 May 2028

Our purpose

As custodian of our region's water supply, Icon Water has an important role to play protecting human health and the environment.

This policy articulates the Icon Water Board and Executive's beliefs, commitments and expectations regarding sustainability and environmental management and sets a framework for establishing sustainability and environmental objectives.

Sustainability and environmental management is important for our business, our community and our world. Icon Water has an important role to play as custodian of our region's water supply. We must take actions today to protect the beautiful region we live and work in and leave a positive legacy for the future.

Our beliefs

We believe in the importance of the environment and the imperative to live and operate positively.

- Having a healthy environment and resilient business is key to providing safe, reliable and affordable water and sewerage services for our community.
- We can and must live our lives and operate our business to have a net positive impact, improve liveability and enhance the environment.
- We have a unique responsibility to manage our precious water resources, for now and generations to come. This in turn provides a unique opportunity to drive positive change in our community.

Our commitments

We are committed to taking action to continually improve sustainability and embed sound environmental management.

We are committed to taking action – large and small – to continually improve sustainability and embed sound environmental management across our business, in partnership with our community. We will do this through:

- considering sustainability and the environment in all our investments
- limiting our emissions profile, preventing pollution and building resilience to address the climate emergency we face
- protecting biodiversity, ecosystems and resources for current and future generations
- learning from the wealth of knowledge that already exists, including from First Nations peoples and our water industry peers.

Our expectations

We expect our people to know, consider and act to protect the environment and enhance sustainability.

- We expect Icon Water leaders to ensure our people understand the sustainability and environmental challenges and opportunities facing our business.
- We expect our people to consider sustainability and environmental implications in all their work, look for opportunities to do better, challenge existing norms, enhance our environmental performance, fulfil compliance obligations and be accountable for the footprint we leave.
- In all they do, we expect our people to enrich our neighbourhood, respect resources and care for tomorrow (our Sustainability Principles).
- We expect our contractors and suppliers to operate in a manner that is consistent with this policy.

ENRICH OUR
NEIGHBOURHOOD

RESPECT RESOURCES

CARE FOR TOMORROW