

1. Purpose & Commitment

DA Pak Ltd is committed to protecting the environment and integrating sustainability into every part of our business. As a company that exists to create ethical, sustainable packaging solutions, our environmental responsibilities are fundamental to who we are and how we operate.

In line with our mission (“Ethical Sustainable Packaging That’s Good For People And Planet”) and our vision (“To lead our industry in creating ethical, sustainable packaging solutions... for generations to come”), we recognise our duty to minimise environmental harm, support a circular economy, and take meaningful action on climate change.

DA Pak Ltd commits to:

- Operating an effective Environmental Management System (EMS) aligned with ISO 14001 principles.
- Continuous environmental improvement across all areas of the business.
- Transparent reporting, accountability, and compliance with all applicable environmental laws, regulations, and obligations.
- Working collaboratively with employees, customers, and supply chain partners to reduce impacts across the full lifecycle of packaging products.

Our long-term environmental ambition is to achieve Net Zero emissions by 2040.

2. Scope

This policy applies to:

- All DA Pak operations, employees, and contractors,
- All supply chain activities that materially affect our environmental footprint.

It forms the foundation of our centralized Environmental Management System.

3. Environmental Objectives & Targets

To deliver continual improvement, DA Pak Ltd will set, track, and review measurable environmental objectives annually.

These objectives will be documented within our Environmental Action Plan and reviewed quarterly by the Senior Management Team.

4. Governance & Responsibilities

Leadership

- The Senior Management team holds ultimate accountability for environmental performance.
- Senior Management ensures that resources, training, and systems support the EMS.

Environmental Management

- The Sustainability, Health safety and Quality Manager is responsible for maintaining the EMS, monitoring performance, legal compliance, reporting progress, and driving improvements.

Employees

- All employees must follow environmental procedures, minimise waste, and contribute to continuous improvement.
- Training will be provided to ensure staff have the knowledge to meet their responsibilities.

5. Compliance & Continuous Improvement

DA Pak is committed to:

- Complying with all applicable environmental laws, regulations, customer requirements, and industry standards.
- Maintaining environmental records, monitoring key metrics, and reviewing results quarterly.
- Conducting internal audits of the EMS to assess performance and identify improvement opportunities.
- Updating this policy annually or sooner if operational, regulatory, or strategic changes occur.

6. Engagement & Transparency

We believe environmental improvement requires collaboration. We will:

- Communicate this policy to all employees, contractors, and relevant stakeholders.
- Share environmental performance with customers, partners, and regulatory bodies when required.
- Encourage suppliers and partners to adopt similar environmental principles.
- Engage staff in training and sustainability initiatives.

7. Net Zero Commitment

DA Pak commits to achieving Net Zero greenhouse gas emissions by 2040, with milestones to be defined through our carbon reduction pathway planning.

This includes reducing emissions across all scopes and working with suppliers to address product-related impacts.

Signed:

Richard Brighton, CEO

DA Pak Ltd

Date: _____