



Pilot Energy Limited  
ABN: 86 115229 984

## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

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Corporate Social Responsibility (**CSR**) is the continuing commitment to behave ethically and contribute to economic development while adding value to the workforce, the local community and society at large.

CSR will be achieved by adopting practices to ensure that Pilot Energy Limited (**Pilot**) operates in ways that meet, or exceed, ethical, legal, commercial and public expectations.

CSR will be integrated as part of day-to-day business, engaging all stakeholders, including strategies to make socially responsible decisions, conform to ethical, fair and transparent behaviour and comply with legislative requirements.

Pilot will fulfil its CSR via:

- People
- Environment
- Community

Pilot will comply with applicable legislation and use best practices and standards to eliminate or minimise impacts to the environment, community and workers and other persons at our workplaces to a level which is as low as is reasonably practicable.

### **People**

Pilot is committed to helping improve its employees' general health and well-being and to enhance their work performance and productivity.

Pilot will ensure that all employees and contractors are appropriately trained and competent and suitably supervised to ensure operations are undertaken in a safe and environmentally responsible manner.

### **Environment**

Pilot recognises the importance of the natural environment and our responsibility to minimise our impact on it. We are committed to comply with all relevant regulatory requirements regarding the environment. We aim to minimise consumption of resources and make use of recycling initiatives wherever practical.

Pilot has adopted an environmental sustainability policy which sets out the detail of Pilot's processes via which the Company will strive to continuously reduce the impact

of its business and operations on the environment.

## **Community**

Pilot, as a responsible member of the local community, aims to both contribute and invest in the community. This may include initiatives that involve:

- community support
- philanthropy
- commercial sponsorships

Pilot will consult with and aims to have constructive associations with the communities in which it operates.

## **Responsibility and Reporting**

Management will report to the Board throughout the year on initiatives taken to enhance CSR.

## **Review of Policy**

This policy will be reviewed by Pilot from time to time to determine its appropriateness to the needs of the Company and, if required, be amended to suit the requirements of the Company and adherence to the law.

**October 2021**

**Reviewed December 2024**