

1. OVERVIEW

SCA's mission is to entertain, inform, and inspire Australians anytime, anywhere. We're a proudly national and fiercely local broadcast and digital audio business.

Our audiences, employees, advertisers, communities and shareholders expect us to prosper and deliver positive outcomes for them in a responsible way. Conducting our operations in an environmentally and socially responsible manner that is backed by strong governance principles is key to SCA's ongoing success.

This Environmental, Social and Governance (ESG) Policy outlines our commitment to responsible environmental, social, and governance practices across our operations. We aim to create long-term value for stakeholders while positively contributing to society and the environment.

2. ENVIRONMENTAL RESPONSIBILITY

We strive to reduce our environmental impact by:

- minimising waste and energy use across our operations and encouraging our suppliers to do the same;
- developing strategies to reduce net carbon emissions over time;
- encouraging sustainable practices among staff; and
- complying with all relevant Australian environmental regulations.

3. SOCIAL RESPONSIBILITY

At SCA we are committed to:

- promoting a diverse and inclusive workplace and creating a culture that supports our people to thrive;
- supporting local communities and charities through our programs and audience reach;
- ensuring content is diverse, accurate, inclusive, and adheres to ethical standards;
- implementing operational standards with respect to minors;
- fostering a workplace culture of health, safety, wellbeing and continuous learning;
- implementing processes for investigating and addressing listener complaints; and
- engaging only with suppliers who uphold our minimum standards in relation to social, environmental and ethical standards of operation, in order to prevent modern slavery, forced labour, and human rights abuses in our supply chains.

4. GOVERNANCE

We are committed to strong corporate governance practices through:

- enhancing the engagement of staff by establishing a comprehensive set of Values to guide our people in their day to day decisions and behaviour;
- maintaining transparency and integrity in all our operations;

- implementing mechanisms for raising concerns and promoting a 'speak up' culture;
- ensuring compliance with laws and regulations as well as broadcasting standards;
- transparent reporting and ethical decision-making; and
- data privacy and protection for all users and stakeholders

5. REVIEW OF POLICY

This policy will be reviewed periodically to ensure it remains relevant and appropriate to SCA.

The Company Secretary is authorised to make administrative amendments to this policy.