

SUSTAINABILITY POLICY

1. Purpose

This Sustainability Policy is designed to support Windlab Limited's ACN 104 461 958 (the **Company**) commitment to sustainability and the environment and reflects its operating principles and objectives.

2. Commitment to sustainability

The Company is committed to acting on climate change through the delivery of renewable and sustainable energy solutions. Windlab has advanced more than 1,000MW of renewable energy generating capacity into construction and operations. In the first few years of operations this capacity has saved more than 5 Million tonnes of CO₂. Across their operating life these projects will reduce emission by of over 80 Million tonnes of CO₂. Windlab is investing in and developing more than 7,000MW of potential capacity across North America, Australia and sub-Saharan Africa. When completed these projects could save the planet over 500 Million tonnes of CO₂ across their operating lives; an amount equivalent to all of Australia's current annual emissions.

3. Operating Principles

To foster broad sustainability and sustainable energy development the Company will:

- Work collaboratively with customers, contractors, communities and other stakeholders to design and deliver assets and projects that meet needs of today and the future.
- Engage with stakeholders in a manner consistent with the Company's Code of Conduct to establish productive relationships based on trust and mutual benefit.
- Balance a sense of urgency for action with caution in design and the promotion of new technologies, cognisant of potential consequences, risks and uncertainties.
- Recognise the limits to natural resources, foster and promote the use of renewable resources and energy at all times.
- Work to continually reduce the environmental footprint of our own operations and practices.
- Encourage more sustainable business models, products and services through our supply chain.
- Operate in compliance of relevant statutory pollution control, environmental planning and resource management laws and regulations and other commitments made in regard to the environmental aspects of our projects.
- Document, implement and maintain appropriate systems for managing our environmental impact and periodically review the targets set within these systems.
- Contribute to public discussion, debate and policy formulation through our thought leadership activities and participation in industry forums.
- Use our talents and resources to deliver benefits to communities in which we operate.

4. Objectives for achieving sustainability

The Board is responsible for:

- (a) establishing sustainability objectives and overall corporate delivery goals; and

(b) assessing annually progress towards these objectives and goals.

The Company will work to continually improve our approach to sustainable development and environmental management, and report transparently to staff and stakeholders on its objectives, goals and achievements.

5. Roles and responsibilities

Every employee within the Company is responsible for supporting and maintaining its commitment to sustainability.

6. Review and changes to this policy

This Sustainability Policy will be reviewed periodically to ensure it remains relevant and effective.

Adopted by the Board of Windlab Limited

June 14, 2018