



EXCEPTIONAL PEOPLE DELIVER
EXCEPTIONAL RESULTS



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Today's Presentation: MASTERING TRANSPARENCY AND REPORTING TO SUPPORT EXCELLENT ESG GOVERNANCE

- **Who we are and the importance of core values;**
- **Understanding ESG and its origins;**
- **Key reporting metric and their sources; and**
- **The importance of transparency.**



WHO WE ARE.

Parabellum International is a global leader in the provision of **Emergency Response, Medical, Risk Management and Training Services.**

Deeply embedded within the Resources, Energy, Waste, Construction, Government and Defense Sectors, Parabellum International's proven operational experience in high risk and remote locations is unparalleled.

Parabellum International services include:

- **Health, Safety & Risk Management Consultancy;**
- **Fire Fighting & Emergency Response Services;**
- **Medical Services;**
- **Emergency Response Vehicle Hire, Sales & Maintenance; and**
- **Emergency Response and Medical Training.**



5 CORE COMPANY VALUES



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WHO WE ARE CONTINUED...

VALUES



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Source: ESG Ratings

HOW DID WE GET HERE?

- In 1970, Milton Friedman an American Economist, Statistician and Nobel Prize winner introduced his prominent doctrine, asserting that:

"the only social responsibility of business is to increase its profits."



ESG REPORTING

- There are various quasi ESG reporting obligations in Australia.
- For environmental – under the National Greenhouse and Energy Reporting Act 2007, under conditions to Commonwealth and State environmental and planning approvals and under the recently introduced Climate Change Act 2022.
- For social – workers' rights under Commonwealth and State industrial relations and work health and safety legislation; various discrimination and equal opportunity laws and modern slavery reporting under the Modern Slavery Act 2018 (Cth).
- For governance – under the ASX Listing Rules, pursuant to the ASX Corporate Governance Principles and Recommendations, and disclosure obligations of directors and financial reporting obligations under legislation and common law.
- New: On 27 June 2023, Treasury released a public consultation paper outlining the proposed implementation of mandatory climate-related disclosures in Australia.



ESG MEASUREMENT

- Referring to Associate Professor Sukhbir Sandhu, the Executive Director for the Centre of Workplace Excellence there are currently significant problems regarding ESG measurement.
- Being that there are an overabundance of ESG indicators. Firms can choose to report on the Global Reporting Initiative (GRI), Sustainable Development Goals (SDGs), or a wide array of consultancy score cards. There are about 700 metrics across more than 60 categories, which makes comparing ESG performance across firms extremely hard.

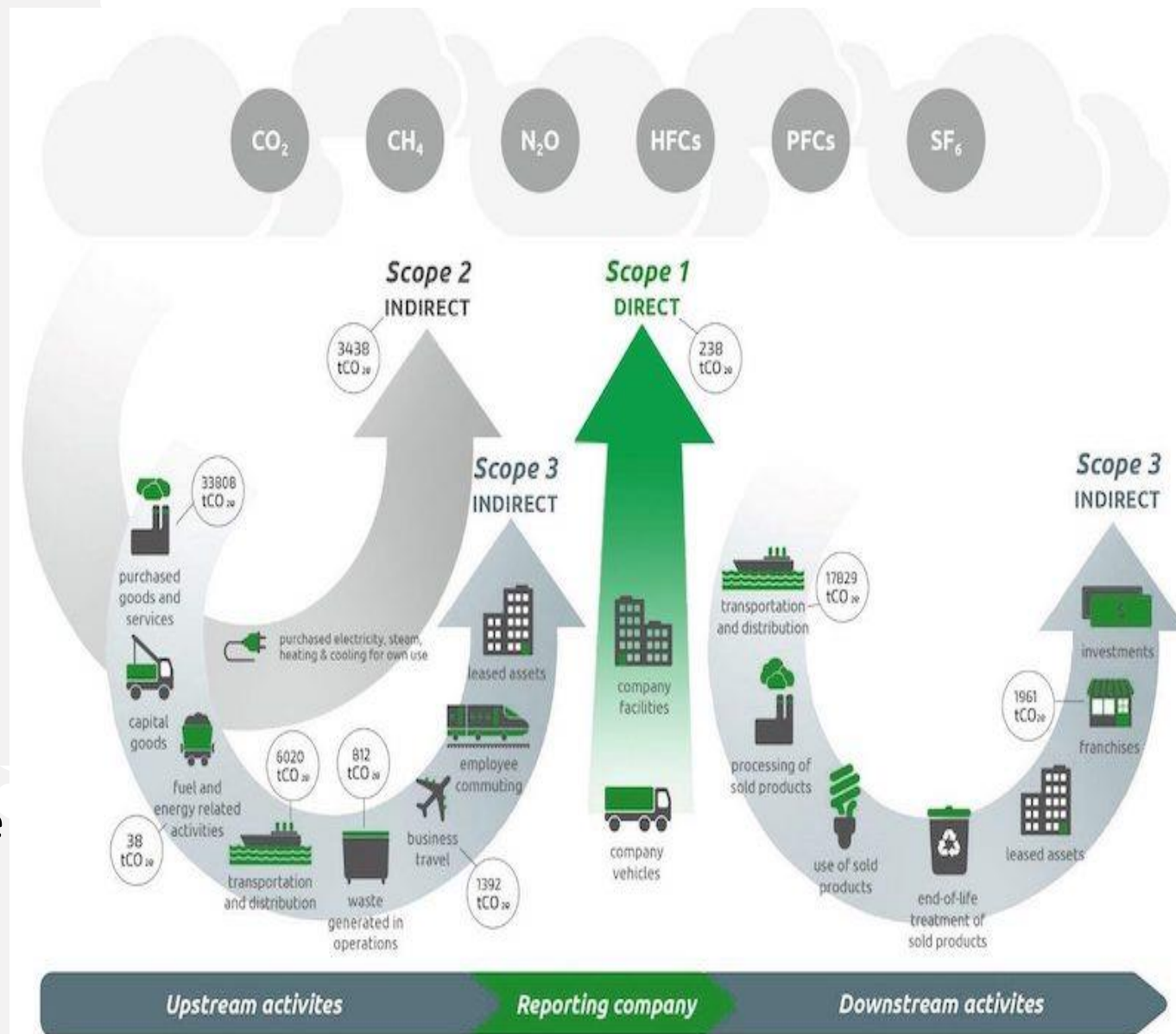


Image: Sustain Lab

ESG MEASUREMENT AND THE SUPPLY CHAIN

- It is also in OUR supply chains where other ESG issues emerge, for example forced labour.



THE BENEFITS OF ESG AND TRANSPARENCY



Thank you and have a great day!



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GOING ABOVE AND BEYOND

Going above and beyond by striving to be the best we can be; challenging the status quo.



MAKING A DIFFERENCE

Making a difference – in the lives of others, each other and those we impact.



TRANSPARENCY

We tell it like it is even if the message is difficult to deliver; we tell you what you need to hear, not what you want to hear.



FAMILY

We look after each other and our clients. We are inclusive and respect others; an open-door approach.



AGILITY

We make things happen; acting quickly without compromising our standards; thinking outside the norm to solve a problem.