



**BD Drill**

**Black Diamond  
Drilling Services Australia**



# **Black Diamond Drilling Environmental Social and Governance Policy**

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## 1. Environmental Stewardship

We are dedicated to minimizing our ecological footprint through innovation and operational excellence.

- **Renewable Energy Integration:** Utilizing over 7,000 solar panels installed on our facility roof to achieve 100% solar-powered offices and 30% solar-powered factory operations.
- **Carbon Footprint Reduction:** Our green energy transition accounts for an estimated 300 metric tonne reduction in CO<sub>2</sub> emissions annually.
- **Energy Efficiency:** We prioritize natural lighting in our warehouse layouts to reduce electricity dependency and maintain optimized HVAC systems to ensure maximum airflow efficiency.
- **Sustainable Logistics:** We are committed to a progressive transition toward an electric forklift fleet to eliminate on-site emissions and reduce noise pollution.

## 2. Social Responsibility

We strive to create a safe, inclusive, and empowering environment for our employees and the wider community.

- **Occupational Health & Safety (OH&S):** Maintaining a robust Injury Management Process and ensuring all warehouse personnel are verified for High-Risk Work Licenses (Forklift).
- **Inclusive Onboarding:** Following a structured Onboarding and Training Process to support the professional growth of our Warehouse, Sales, and administrative staff.
- **Indigenous Engagement:** Actively fostering respect and creating opportunities for Aboriginal and Torres Strait Islander peoples through our dedicated Indigenous Engagement Plan.

## 3. Corporate Governance

We uphold the highest standards of business ethics, transparency, and accountability.

- **Regulatory Compliance:** Ensuring strict adherence to AUSTRAC AML/CTF and KYC requirements to maintain financial integrity.
- **Supply Chain Integrity:** Prioritizing procurement from ethical suppliers and supporting Indigenous-owned businesses where possible.
- **Operational Transparency:** Utilizing modern technologies, such as AI-assisted meeting documentation and regular Quality Audits, to ensure clear communication and continuous improvement.
- **Economic Sustainability:** Our ESG initiatives have successfully contributed to a 10% reduction in production costs, demonstrating that sustainability and profitability go together.