



Sustainability Policy

December
2025

CEO. Statement

John Koumoukelis

CEO/Chair



“Sustainability is embedded in our thinking, guiding how we design, deliver and operate responsibly.”

Sustainability is central to how Hydroflux operates and how we support our clients. We recognise our responsibility to protect the environment, respond to climate-related risks, and deliver solutions that contribute to long-term environmental, social and economic outcomes.

Our focus on water and wastewater places us at the forefront of addressing some of the most pressing sustainability challenges facing industry and communities.

We are committed to embedding sustainability into our decision-making, engineering design and operational practices. This includes reducing carbon emissions, improving energy efficiency, supporting responsible procurement and chemical sourcing, and promoting sound water stewardship. Through

ongoing investment in research, innovation and best practice, we aim to deliver outcomes that Support both our clients’ sustainability objectives and our own environmental commitments.

Our people play a critical role in achieving these outcomes. By cultivating a culture of accountability, continuous improvement and environmental awareness, we support our employees and partners to understand climate risks, recognise opportunities, and contribute meaningfully to sustainable performance across the Hydroflux Group.

John Koumoukelis

Chair / Chief Executive Officer
(CEO) of Hydroflux Pty Ltd

Our Commitment & Vision



“

Embracing sustainability to both lead our industry & assist our clients in managing and mitigating climate risk is a key part of who we are.

Hydroflux Pty Ltd and our subsidiary group of companies understands our responsibility to protect the environment.

We are committed to finding the right solutions for our clients, and to achieving industry-leading sustainability performance and outcomes across the Group.

Our vision is to deliver the highest level of engineering and scientific acumen to the emerging issues of sustainability, climate adaption and environmental protection with a specific focus on water and wastewater.

About Hydroflux

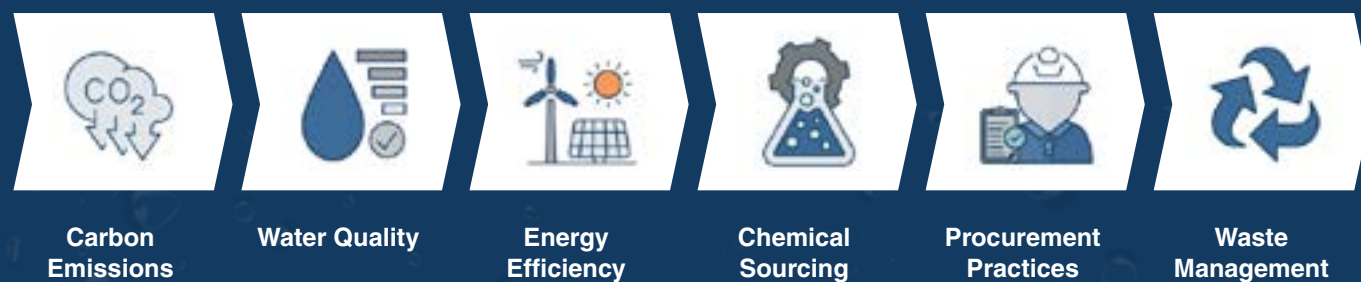
Hydroflux Pty Ltd and the Hydroflux Group are privately owned Australian businesses in the water industry sector providing a range of sustainable water and other solutions for the industrial and municipal sectors.

The Hydroflux Group of companies includes:

- ✓ Hydroflux Epco Pty Ltd
- ✓ Hydroflux Industrial Pty Ltd
- ✓ Hydroflux Utilities Pty Ltd
- ✓ Hydroflux Pte Ltd (Fiji)
- ✓ Cress Consulting Pty Ltd
- ✓ Hydroflux Epco NZ Ltd
- ✓ Hydroflux Industrial NZ Ltd
- ✓ Hydroflux Utilities NZ Ltd

Approach & Principles

Following a robust assessment, we have identified key sustainability issues across the Group.



These focus areas help to frame the Group's core sustainability principles:

- » To ensure that Hydroflux is working towards a more sustainable future for our staff, clients, and the wider community by reducing carbon emissions and addressing climate change.
- » To assist our clients achieve their sustainability targets and continue to seek opportunities to contribute to the environmental, social, and economic sustainability of projects we are involved in.
- » Supporting our people, and clients in their understanding of the impacts of climate change, and the risks it presents on both a personal and business level as well as the opportunities within their grasp.
- » To remain at the forefront of research in the water industry with a particular focus on reducing emissions.

Sustainability Policy Objectives

As of December 2022, Hydroflux is certified carbon neutral, including a range of product certifications.

Adherence to these principles will help ensure that the Hydroflux Group continues to:

- Comply with our ISO14001 Accredited Environmental Policy.
- Maintain our Climate Active carbon neutral certification.
- Comply with our ISO 45001 Accredited Safety Policy
- Comply with our ISO 31000 Risk Management System
- Comply with our Modern Slavery Statement.
- Provide a safe and respectful workplace.
- Encourage a culture of continuous improvement.
- Follow the principles of water stewardship to drive sustainable water management.
- Conserve natural resources by reusing and recycling where possible.
- Ensure the responsible use of energy throughout the organisation.



The scope of these objectives is applicable to the entirety of the Hydroflux group, inclusive of its subsidiaries, employees, and contractors.

Thank You

Feedback & Contact

For questions, feedback, or concerns related to this Sustainability Policy, please contact:



Head Office

Hydroflux Pty Ltd
Level 26, 44 Market Street
Sydney NSW



hydroflux.com.au