

HAMILTON ISLAND

GREAT BARRIER REEF AUSTRALIA

SUSTAINABILITY POLICY

Hamilton Island Enterprises Limited¹ (HIE or “we”) is committed to protecting and preserving the natural beauty of our unique environment, encompassing Hamilton and Dent Islands, our Shute Harbour facilities (together referred to as “Hamilton Island”), and the surrounding Great Barrier Reef. Sustainability is at the heart of how we operate—from our infrastructure and daily operations, to how we engage with our guests, staff, stakeholders and the broader community.

The Policy outlines Hamilton Island’s commitments to sustainability² and should be read alongside our broader suite of policies and procedures available at [HIE Policies](#).

Our Commitment

1. Sustainability as a Core Value

We will embed sustainability into our Mission, Vision and Values and foster a culture that enhances our ability to achieve sustainable outcomes.

2. Environmental Protection

We will take appropriate compliance and management actions to protect the environment, including undertaking risk assessments to identify and address the environmental impacts of our operations.

3. Biodiversity Conservation

We are committed to protecting and enhancing biodiversity, including preserving the World Heritage listed Great Barrier Marine Park and supporting the protection of native flora and fauna.

4. Reducing Impact

We will adopt practical solutions to conserve natural resources and reduce our footprint across key areas, including energy efficiency, water conservation, waste minimisation, reuse and recycling, the use of biodegradable products, circular economy practices, and the reduction and elimination of plastics.

¹ Hamilton Island Enterprises Limited and its related entities and subsidiaries.

² Australia is a signatory to the Global Code of Ethics for Tourism of the United Nations World Trade Organisation and this Policy and Hamilton Island’s operations align with the Code.

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5. Protect Culture and Heritage

We acknowledge and respect the Gia and Ngaro peoples, Traditional Owners of the Whitsundays and surrounding coastal regions. We are committed to engaging appropriately with Traditional Owners and respecting cultural heritage and heritage-listed sites.

6. Supporting Local Communities

We aim to build a strong, inclusive community on Hamilton Island. We collaborate with local communities to support sustainable economic growth, create local employment opportunities, and invest in workforce development. We are committed to ethical procurement and sourcing goods and services locally wherever possible.

7. Stakeholder Engagement and Education

We recognise that sustainability requires collaboration. We work inclusively with visitors, guests, employees, suppliers, and communities to promote education and awareness, and strengthen relationships with both public and private stakeholders.

8. Continuous Improvement

We are committed to regularly reviewing our sustainability practices and applying a structured approach to continuous improvement over time.

Feedback

Enquiries or feedback regarding this Policy may be directed to corporate@hamiltonisland.com.au

Review of The Sustainability Policy

The Sustainability Policy is subject to periodic review and revision by HIE, with approval from the Balmoral Australia Board, to reflect any updates and improvements

Hamilton Island Enterprises Limited

Michelle Turner White

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Previous Versions and Dates: