

National Sustainability Policy

7 July 2023



Revision History

Version	Date	Revision Description	Project/Site Manager Sign off
01	16/05/2022	New policy	James Nelson
02	31/05/2022	Committee Review and Revisions	Katie O'Malley
03	18/07/2022	GLT approval and final version	Katie O'Malley
04	07/07/2023	Annual Review	Matthew Gorski

Contents

National Sustainability Policy

1	Purpose	1
2	Scope	1
3	Objective	1
4	Our Sustainability Framework	1
5	Our Commitments	3
6	Our Actions	3
7	Further Information	3

Acknowledgement of Country

BESIX Watpac would like to acknowledge the Traditional Owners of the land on which we work and pay respect to the Elder's past, present and emerging.

1 Purpose

This document outlines BESIX Watpac's commitment to sustainability through environmental and social governance.

2 Scope

This policy informs the practices of all BESIX Watpac employees and activities in all operating geographies.

3 Objective

BESIX Watpac is committed to our purpose of creating sustainable solutions for a better world as a core operating principal. Whether it's protecting our environment, connecting First Nation Peoples to business, employment and training opportunities, creating pathways for apprentices or ensuring the safety and wellbeing of our people.

We embed and iterate our business resilience and continuity models, which includes strengthening the skills of the industry and future generations, and maintaining a sustainable consumption of resources, and applying adaptive management to disruption.

Our commitment is reflected in our Sustainability Framework which outlines our approach and key priorities areas across the three pillars of Environment, Social and Governance.

BESIX Watpac has identified ten United Nations Sustainable Development Goals (SDGs) that we will work to align with and implement supporting operational policies, procedures and awareness.

4 Our Sustainability Framework

Our Sustainability Framework is based on the three Environment, Social and Governance pillars known as Our Environment, Our People and Community, and Our Leadership and Commitment. Each pillar details topics material to BESIX Watpac and our stakeholders and alignment with ten SDGs. This forms the foundations of our Sustainability Strategy which governs how our projects are managed, encouraged to innovate and achieve our sustainability commitments.



SUSTAINABILITY FRAMEWORK



Excel in creating sustainable solutions for a better world

5 Our Commitments

Whilst BESIX Watpac acknowledges that Sustainability encompasses on all of a company's efforts to reduce its impact on the world around it, prioritising the protecting and preserving the environment is high on our agenda.

BESIX Watpac is committed to protecting and preserving the environment and playing our part to make our operations more sustainable. We recognise the built environment has a significant cumulative impact to our natural ecosystems through resource consumption, waste, and emissions, as well as impact on biodiversity. Equally, it provides immense opportunity and benefit to the community.

Across all operations we are committed to acting responsibly and preserving the Earth's resources by reducing our impact, transitioning to a carbon net-zero organisation and supporting our clients to make their projects more sustainable.

BESIX Watpac is committed to:

- Factoring sustainable principles into our strategic, operational and procurement decision-making
- Sharing participation in sustainable development with our clients, contractors, stakeholders and collaborators
- Abiding by ethical and progressive procurement strategies
- Placing operational emphasis on preserving the environment in which we operate
- Continually improving outcomes in health, safety, environment and social benefits
- Increase business resilience through sustainable continuity of ourselves, our business partners, our community, and our environment

6 Our Actions

BESIX Watpac will achieve this by:

- Developing plans, initiatives, objectives and targets to measurably improve outcomes in all of our targeted goals
- Aligning our goals and targets with the UN SDGs and UN Global Compact's principles
- Staying current with the latest Environmentally Sustainable Design principles and innovations, through membership to peak industry bodies and regular delivery of buildings designed to ESD rating tools
- Continuing to align ourselves with measurable tools in pursuit of continual improvement, including aligning our reporting to the Global Reporting Initiative (GRI) and certification to ISO 14001 and ISO 45001
- Comply with all applicable legislation and regulations, and strive to participate in best practice and beyond as much as possible
- Minimising environmental impacts through emissions reduction, resource efficiency, responsible sourcing, waste minimisation and biodiversity protection

7 Further Information

Please contact Matthew Gorski or Katie O'Malley for additional information.