



Sustainability at BESIX Watpac

A Framework for Action

21 July 2023

Caption: Queensland Country Bank Stadium,
Townsville

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1. Our Framework

The BESIX Watpac Sustainability Framework provides a robust approach to delivering our National Sustainability Policy objectives and creates the foundations for our Sustainability Strategy. It's based on the environment, social and governance pillars also known as Our Environment, Our People and Community and Our Leadership and Commitment. Each pillar details key focus topics material to BESIX Watpac and our stakeholders with alignment to our ten selected United Nations Sustainable Development Goals. These focus topics are evolving and guide the development of company targets and project actions detailed in our Sustainability Strategy.



Figure 1 – Sustainability Framework detailing our key focus topics and UN SDGs

The focus topics are made up of a sub-topics that help align our collective effort across operations. These are reviewed on an annual basis by the Sustainability Committee to reflect our company and client needs and industry best practice.



Figure 2 – List of operational sub-topics under each key focus topic

2. Our Strategy

The Sustainability Strategy has been developed to guide the company and projects using an actions based method formulated on the ISO 14001 Plan-Do-Check-Act approach. Key focus topics and sub-topics are delivered via a suite of selectable actions, across the three pillars, to be delivered by a project. These actions are derived from industry best practice and are scored using a 'potential positive impact' weighting system with the aim to achieve a desired total points score over the lifetime of the project.

The benefits of this approach are it allows projects the flexibility to choose sustainable actions appropriate to their requirements, drives progress and innovation through direction and purpose and acts as a best practice guide to what projects should be aiming to achieve. Progress against actions are reviewed quarterly and performance reported to the National Sustainability Manager and BESIX Watpac Group Leadership Team.

SUSTAINABILITY STRATEGY FLOW CHART

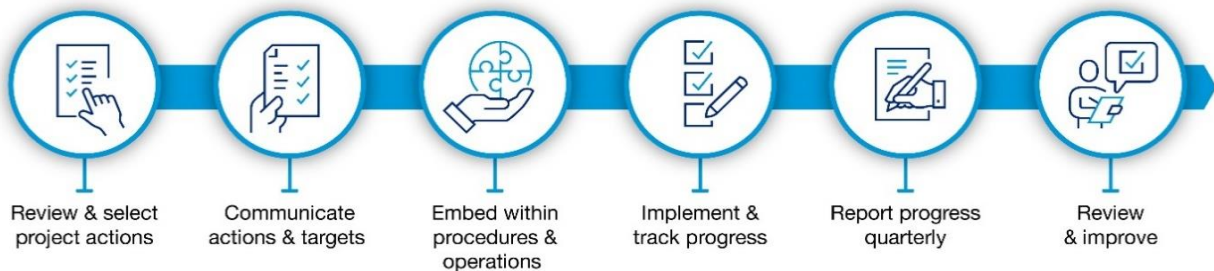


Figure 3 – Sustainability Strategy process flow chart

3. Our Progress and Outlook

We recognise the importance of our operations and the impact they can have on social and environmental sustainability both locally and globally. Our journey to improve how we operate, measure and report on our impacts is underway with support from our parent company BESIX Group. In addition to the development of our Sustainability Strategy, over the next 12 to 24 months a key focus is to understand our carbon impact along with a carbon net zero pathway with commitment to science based emissions reduction targets. In parallel we are developing a robust and holistic reporting strategy in line with industry reporting frameworks and client requirements.

We understand these are problems we cannot solve alone, so we are engaging with industry leading experts, our supply chain and clients to better understand the challenges faced and how we can tackle these together. With a unified approach we are confident we can achieve our sustainability commitments and benefit the projects we build and communities and the environment in which we operate.

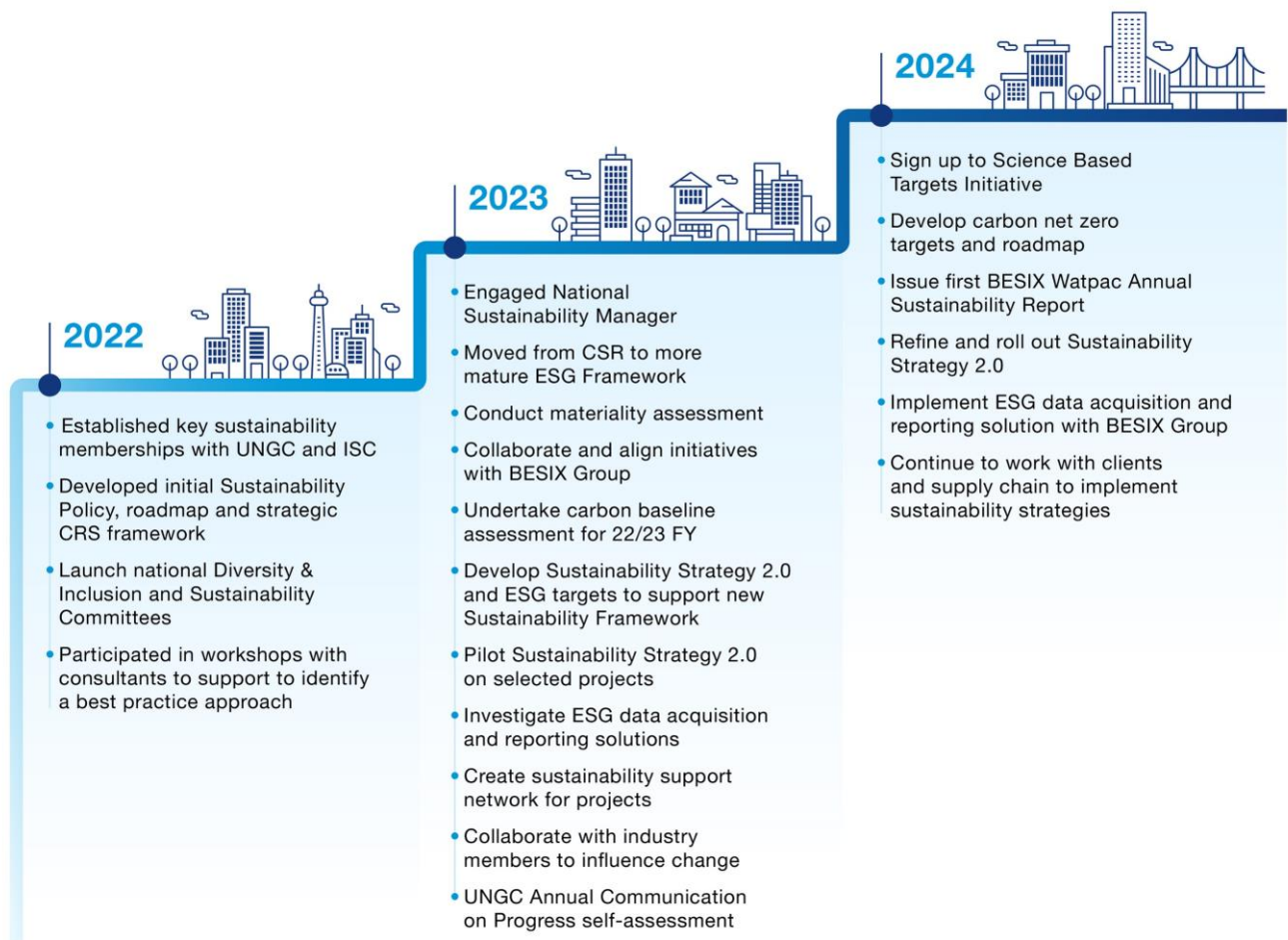


Figure 4 – Sustainability progress and outlook