

ENVIRONMENTAL POLICY

This Policy sets out the minimum requirements for Environmental Matters across CIMIC Group Limited and entities it controls (**the Group**).

This Policy applies to all employees of the Group, third parties engaged by the Group, and all alliances and joint ventures in all jurisdictions.

Any employee of the Group found to have breached this Policy may be subject to disciplinary action.

The **objectives** of this Policy are to prevent and minimise environmental damage from the Group's activities, complying with all environmental obligations and promoting sustainable resource use in its operations (**Environmental Matters**).

Requirements

Each Operating Company will comply with all applicable environmental legal, regulatory and contractual requirements, and deliver all contract works under an environmental management system certified to regulation standards.

The Operating Companies are responsible for managing the Environmental Matters associated with their operations and displaying continuous improvement in their environmental performance.

Each Operating Company is to provide reports to the CIMIC CEO for presentation to the CIMIC Board Ethics Compliance & Sustainability Committee commenting on Environmental Matters, as required.

CIMICⁱ is required to ensure compliance with those obligations that cannot be delegated to its Operating Companies.

Policy Information

Owner:	Chief Human Resources Officer, CIMIC
Approved by:	Chief Executive Officer, CIMIC
Effective date:	<i>23 September 2016</i>

Note: CIMIC Group policies may be amended from time to time.

ⁱ CIMIC is defined as CIMIC Group Limited