

## ENVIRONMENTAL POLICY

This Policy outlines the CIMIC Group (**Group**) commitment to manage environmental risks and opportunities through the application of our One HSE Culture model. It includes the Group commitment to environmental responsibility and stewardship, and to minimise the environmental impact of our operations.

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

This Policy should be read in conjunction with the CIMIC Sustainability Policy and all other applicable CIMIC Group Policies.

**The objective of this Policy is to set a clear direction that every individual in the Group is expected to manage environmental aspects of work with a focus on risk management, achieving high standards, clear communication and active involvement, whilst promoting sustainable resource use in our operations.**

**The Group is committed to maintaining Environmental Management System(s) that achieves:**

- Compliance with all applicable environmental legislation, regulation and standards;
- Prevent pollution and minimise and mitigate environmental harm by managing potential risks at every stage of work; and
- Continual improvement in Environmental Management Systems by setting, achieving and reporting on environmental performance goals.

**To achieve our environmental commitment, all Group entities must:**

- Demonstrate a commitment to our One HSE Culture Framework;
- Use a risk-based approach to identify the environmental aspects and impacts of work and establish actions to avoid or minimise them;
- Set, regularly review and monitor environmental objectives, targets and key performance indicators, including undertaking targeted assurance activities;
- Ensure adequate resources are assigned to implement and improve Environmental Management Systems and controls;
- Foster a culture of environmental responsibility by providing training to Group employees and others directly engaged in on-site operations by the Group;
- Proactively identify and report environmental hazard, near miss and incident events and investigate to appropriately respond to the incident and reduce the risk of repeat occurrences;
- Implement contingency planning and emergency response strategies to minimise environmental impact from unplanned events;
- Select partners and subcontractors who are aligned to the Group's environmental commitments;
- Communicate by publishing information about environmental initiatives to stakeholders;
- Provide reports to CIMIC for presentation to the CIMIC Board Ethics, Compliance & Sustainability Committee commenting on environmental matters, as required; and
- Review this Policy at regular intervals to ensure its ongoing suitability.

## Policy Information

<b>Owner:</b>	Group General Manager Health & Safety, CIMIC
<b>Approved by:</b>	Executive Chairman and Chief Executive Officer, CIMIC
<b>Effective date:</b>	23 September 2016, as amended 3 July 2024

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