



# Sustainability Framework





UGL plays an important part in the economy, and we recognize Sustainability is a long term, dynamic and strategic imperative for our clients, our business and the communities in which we work.

UGL is customer-led business, we complement and enhance our client's sustainability objectives through the types of infrastructure they need and delivering it in a way that meets or exceeds their sustainability goals and expectations.

For us, Sustainability means the integration of environmental, social and governance factors into decision making. Our priority is to be a core partner to our client's sustainability ambitions. Our leading engineering capability across the whole asset lifecycle is a core to our sustainability service offering.

This Sustainability Framework and initiatives cement our commitment and contribution to the goals of the broader CIMIC Group.

**Doug Moss**  
**Managing Director**

# Purpose of UGL's sustainability framework

This document sets out UGL's internal ambition to deliver sustainable and reliable infrastructure across Australia.

The framework highlights areas we consider important to our business and indicates the strategic initiatives we're thinking about to enhance how we deliver our infrastructure services.

To explore our track record and achievements in this area, please refer to our latest *Climate and Sustainability Solutions document*

NOTE: This framework is designed without a set timeframe, recognising the dynamic nature of our business and the evolving sustainability needs of our clients and industry sectors. As such, our sustainability focus areas will adapt over time.

The document was most recently updated in December 2024, and all content and statements are made in good faith, reflecting organisational priorities and the best available information at the time of writing.





## Trusted experience. Integrated solutions.

Our family of industry leaders is proven across diverse disciplines, sectors and environments. What sets us apart is the way we integrate our world of experience and expertise, across our group and wider network, to develop future-ready solutions and deliver enduring, whole-of-life value. We apply our collective skills to each client's objectives to amplify insights and achieve the best outcomes.

Our end-to-end capability and financial strength drive technical and operational certainty across each project's lifecycle. We give assets a performance advantage and provide better end-user experiences; create infrastructure with future generations in mind; and unlock resources for maximum productivity and output.

At the core of our commitment to client success and sustainable communities is being a trusted partner – responsive, collaborative and disciplined. We connect that ethos with the skills and experience of our clients, partners, suppliers and wider stakeholders, because we believe we realise the greatest results together.

**“We thrive on achieving excellence in the moment while pursuing long-term evolution so we stay at the forefront of changing needs globally.”**

# Framework contribution to our company

UGL is proud to be part of the global HOCHTIEF Group of Companies.

Our efforts contribute towards HOCHTIEF's overarching sustainability commitments and targets across a range of sustainability priorities.



# HOCHTIEF's environmental sustainability commitments\*

\*for Hochtief's most up to date sustainability information, refer to: [www.hochtief.com](http://www.hochtief.com)

## Climate change

Achieve climate neutrality for scope 1 & 2 emissions by 2038

Achieve climate neutrality ("Net Zero") by 2045

## Circular economy

Achieve zero waste to landfill by 2045

Reduce self-generated hazardous waste to less than 1% of total waste by 2030

Achieve annual recycling rate for waste of at least 80% until 2025 and increase the rate consecutively afterwards

## Water protection

Promote water protection on all projects

Implement measures to reduce water consumption and achieve an annual water recycling/reuse rate of at least 10% of total water withdrawn

## Biodiversity & ecosystems

Establish and implement long-term initiatives to proactively preserve ecosystems and increase biodiversity

## Sustainable products & services

Stimulate innovation and develop sustainable products and services

## Global environmental management

Zero environmental incidents with severe environmental damage





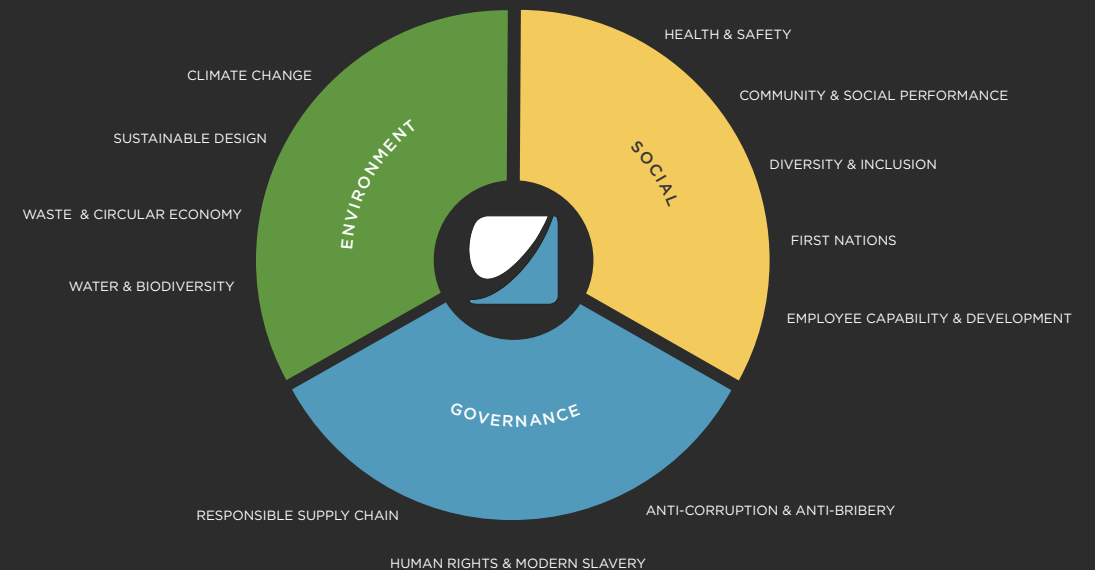
# How we think about sustainability

At UGL we think about how sustainability applies today and tomorrow in:

- Our delivery of key sustainable infrastructure that supports the energy transition
- The technology and methods we use when delivering infrastructure to minimise impacts
- The positive legacies our work can have in the communities around us

**UGL's sustainability framework is guided by a materiality assessment designed to gauge the importance and relevance of various sustainability areas for UGL through the perspectives of key stakeholder groups, including HOCHTIEF, employees, and customers**

SUSTAINABILITY AREAS THAT ARE MOST IMPORTANT TO OUR BUSINESS AND TO OUR STAKEHOLDERS



# Sustainability governance at UGL

A range of sustainability topics are important for UGL. UGL's governing Policies for sustainability are:

Group code of conduct

Sustainability policy

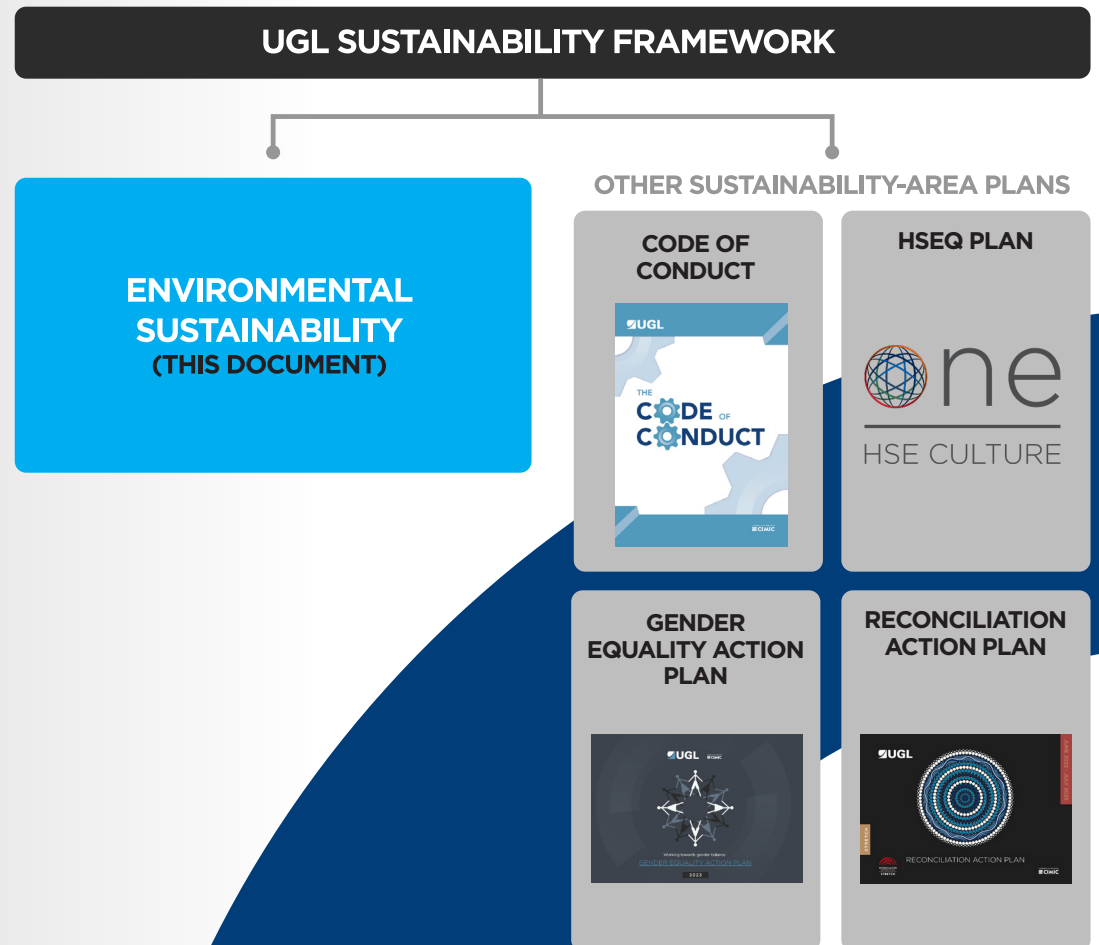
Environment policy

Health & safety policy

Diversity & inclusion policy

Human rights policy

UGL's Sustainability Framework is made up of the following complimentary internal documents:







## Empowering sustainable decision-making across UGL

### DECISION MAKING

UGL empowers its lines of business and project teams to make sustainable decisions tailored to their local contexts, aligning with the sustainability needs and ambitions of our clients.

Strategic sustainability decisions and performance oversight are managed by the UGL executive leadership team and CIMIC Group's board ethics, compliance, and sustainability committee.

### RISK MANAGEMENT

UGL manages sustainability risk and opportunities in line with our ISO14001, ISO 9001 and ISO45001 system accreditations.



# Environmental sustainability initiatives

UGL supports the goals of the Paris Climate Agreement and are committed to helping our customers achieve their environmental sustainability objectives.

We recognise that biodiversity is the basis for functioning and stable ecosystems. We are committed to protecting what we are responsible for and are continually adapting to find innovative solutions to the most pressing environmental challenges.

## CLIMATE AND DECARBONISATION

### Scope 1 emissions

Preferentially using low or no-emission plant & equipment: such as electric and hybrid light utility vehicles, electric materials handlers and hybrid energy generation solutions.

Advocate for local, economically viable supply of Biofuels in Australia with our industry partners.

### Scope 2 emissions

Procure a minimum of 20% Greenpower for our Operationally Controlled sites when connected to the electricity grid.

### Scope 3 emissions

Define our specific Scope 3 footprint, with a focus on parts of our supply chain where we can have influence over emissions reductions.

Where products are like-for-like or client requested: Replace high-embodied carbon materials with low-emission and recycled content alternatives (Low carbon steel; Low carbon concrete).

Advocate for adoption of low or no-emission plant & equipment when working on client controlled facilities

Make Greenpower purchasing available to our investments operations (incorporated JV's)

Have measurement systems and processes available to provide clients with their Scope 3 emissions data.

## WASTE AND CIRCULAR ECONOMY

### Waste management

Partner with Australia's leading waste management companies to maximise landfill diversion through resource recycling & recovery.

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### Circular economy

Identify opportunities to reduce material volumes required during design, without compromising engineering outcomes.

Maximize material repurposing, especially spoil

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## WATER & BIODIVERSITY

### Water use reduction

Identify opportunities to install rainwater harvesting on facilities.

Preferentially access raw water for operational uses, rather than potable water.

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### Biodiversity protection

Meet or exceed all environmental protection requirements in the jurisdictions where we work.

Identify opportunities to reduce vegetation clearing or work delivery within known environmentally sensitive locations.

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## SUSTAINABLE DESIGN

### Sustainable materials

Advocate for local, economically viable supply of low/no carbon materials in Australia with our industry partners (focus on steel and concrete products).

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