

## Environment and Sustainability Policy

Zenviron is a highly experienced, full-service BOP contractor specialising in the design and construction of large scale renewable energy projects, we are committed to achieving environmental, social and economic sustainability across our planning, procurement, design, construction and operation activities.

Our objective is to maintain a culture and environmental management system that enhances our environmental performance and optimises economic and social outcomes over the long term. We aim to achieve this through the provision of visible leadership, resources, processes, education and a demonstrated commitment to this policy.

We shall:

- promote a culture in which all employees, subcontractors and business partners share this commitment;
- consistently deliver high quality work, and deliver strong and consistent financial performance;
- comply with relevant environmental legislation and industry requirements;
- ensure risks and opportunities that affect sustainability performance, and our ability to achieve the intended outcomes of the environmental management system, are determined and addressed;
- establish, monitor and review environmental sustainability objectives and targets to ensure continuous improvement;
- commit to the reduction and prevention of pollution, and protect and where possible enhance biodiversity and ecosystems;
- actively promote innovation to seek continuous reduction of emissions, waste, energy and fossil fuel consumption;
- respect cultural heritage and the local communities in which we work;
- commit to sustainable procurement, including supplier engagement processes, that consider environment, economic and social benefits;
- provide competent supervision, education, instruction and information to all personnel to assist in meeting our environmental obligations, and understanding their role in ensuring sustainable outcomes;
- address and adapt to climate change through a 'whole of life' approach to planning, design, construction and operation activities;
- foster a culture that challenges traditional approaches and encourages and rewards innovation in sustainable work practices; and
- undertake actions and decisions that reflect the highest standards of conduct.

We all have the responsibility and accountability to minimise the impacts of our activities on the environment and communities in which we operate.

By following these principles, we will ensure sustainable development and continue to deliver strong performance of which we can be proud of.

A handwritten signature in black ink, appearing to read "Carl Keating".

**Carl Keating**

Chief Executive Officer

A handwritten signature in black ink, appearing to read "Beth Rigby".

**Beth Rigby**

General Manager