

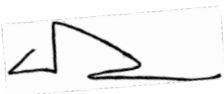
This policy covers all subsidiaries of the Degnan Group Pty Ltd, including Degnan Constructions Pty Ltd, Degnan VIC Pty Ltd & Degnan QLD Pty Ltd (within this document Degnan refers to Degnan Group Pty Ltd and it's Subsidiaries.)

Degnan is committed to developing and implementing Environmental and Sustainability Management Systems that minimise the negative impacts of construction. Degnan will endeavour to make key decisions with sustainable construction practices to maximise the performance of our projects and deliver value to our clients. We acknowledge our responsibility to provide environmental, social and economic benefits via project design, delivery and operational stages on both a local and national level.

Degnan is committed to:

- make a commitment and demonstrate its capacity to effectively plan and implement sustainability targets appropriate to the needs of the Company, its projects, and workers; and
- identify roles of personnel responsible for sustainability management matters, and
- provide suitable resources and forums to educate its employees, contractors, subcontractors, and suppliers on sustainability matters, and
- encourage its workers, contractors, subcontractors, and suppliers to proactively engage in the process of managing sustainability and innovation, and
- develop systems which provide quantitative and qualitative results leading to the continual improvement at the corporate level, including maintaining our ISO 14001 accreditation, on projects and in the industry generally, and
- proactively promote minimisation of impacts on all projects including minimising waste, reducing energy and water usage, procurement of green labelled materials, preservation of heritage and intelligent and sustainable urban design.
- provide opportunity of employment to foster diversity and social inclusion, and
- work with industry professionals, community members and valued stakeholders to gather knowledge and feedback with the aim to minimise adverse environmental and sustainability impacts, and
- manage the local communities, address their needs, and enhance the local environment.

This policy is available to all interested parties as appropriate.



Chris Degnan

Managing Director

Degnan Constructions Pty Ltd