

Sustainability Policy

Decmil (inclusive of all subsidiary companies of Decmil Group Limited, collectively referred to in this Policy as Decmil) recognises that corporate sustainability is an important and integral part of our aim of achieving a long-term business.

We are committed to the sustainable development and growth of our business through effective management of the economic, environmental and social issues and risks encountered by Decmil.

Integral to our sustainability is our commitment to:

- Demonstrate visible leadership, excellence and resilience;
- Drive innovation and efficiencies through continual improvement;
- Protect the natural environment and reduce our carbon footprint;
- Contribute to liveable communities through partnerships, investment and engagement; and
- Maintain and enhance the trust and loyalty of our employees, customers, suppliers, communities and shareholders.

Our commitment to a sustainable future is underpinned by principles which shape our approach to people and safety, business performance and governance, and the environment and communities in which we operate. By following the principles outlined below, Decmil will ensure sustainable development and continue to deliver strong returns to shareholders. Further to this Decmil will :

- Undertake actions and decisions that reflect the highest standards of conduct, in accordance with our Code of Conduct.
- Maintain solid foundations through robust corporate governance and risk frameworks.
- Build a high performing and engaged workforce that has the knowledge, capabilities, values and experience to deliver strong outcomes.
- Encourage a diverse workforce and provide a work environment in which everyone is treated fairly, with respect and can realise their full potential.
- Align our commitment to sustainability with our business plans and regulatory obligations.
- Promote environmental excellence by driving ecologically sustainable design, resource efficiency and protection of the local ecology.
- Minimise our impact on the natural environment by reducing emissions, pollution, waste, land use, and resource and energy consumption.
- Deliver projects that consider whole-of-life benefits relating to cost, maintainability, reliability, sustainability, durability and efficiency.
- Develop partnerships that foster the sustainable development of the communities in which we operate and contribute to locally owned businesses.
- Generate opportunities for indigenous people and businesses through early engagement,
- Influence our suppliers and subcontractors with our approach towards sustainability and stimulate innovation within the industry through our procurement practices.
- Proactively engage with our community partners and local supply chain to foster meaningful, long-term relationships.

A handwritten signature in black ink, appearing to read "Dickie Dique".

Dickie Dique

Managing Director and Chief Executive Officer