

The GenusPlus Group (the parent Company) and its subsidiaries, provide an integrated service, via our operating companies, through resources, power, utilities, and communications sectors across Australia.

We exist to provide safe, trusted, and high value solutions to our stakeholders through our people, our culture, and our values. Across the group, we are committed to minimising the impact of our operations on the environment and the communities in which we conduct our work.

Our objective is to seek opportunities as part of our work to avoid adverse impacts on, and to enhance, natural, built and social environments.

To achieve this objective, we will:

- Drive high performance through leadership, accountability, traceability, engagement, participation, communication and collaboration
- By establishing, implementing, and maintaining a documented framework that promotes and communicates our environmental objectives, targets and strategies
- Identify and minimise environmental risks by continually assessing, controlling and monitoring environmental aspects and impacts
- Identify legal and other requirements, to meet and maintain our internal governance and contractual requirements, and that of other interested parties, to ensure:
 - Protection of the environment, and
 - Prevention of pollution
- Promote environmental awareness and increase understanding of environmental issues through induction and training
- Promote diversity in the workplace
- Consult, engage and empower our team members and encourage active participation in environmental matters
- Incorporate responsible work practice that protects the environment, minimises waste and pollution, are resource efficient, and minimise the environmental and social impacts of our operations
- Monitor and evaluate environmental performance, of the Genus Integrated Management System (IMS) for us to learn and continuously improve our business, in line with ISO 14001 Environmental Management Systems
- Promote and support local communities wherever possible.
- Strive for innovation by working proactively with our clients and other stakeholders to reduce our environmental impact, and to help foster sustainable communities

This applies to all of our operations, team members, contractors, and visitors, who have a responsibility to implement this policy. Through this, we will create shared value for our people, clients and communities, and ensure that the impact of our operations on the environment and local communities is minimised.

A handwritten signature in blue ink that reads "D. Riches".

David Riches
Chief Executive Officer
GenusPlus Group
Date: 09/09/2022