

# Environmental Policy

**Health, Safety and Environment**  
**Monadelphous Group Limited**

## **i. Company Definition**

This document applies to all sites, employees and activities of Monadelphous Group Limited (herein referred to as The Company).

## **ii. Policy**

As a leading provider of engineering services to the resources, energy and infrastructure sectors, we are committed to the sustainable management of the environments where we work.

Our objective is to minimise the environmental impacts of our operations, reach net zero emissions, and pursue opportunities to leave a lasting positive legacy. We will achieve this through visible leadership, a strong culture demonstrating our commitment to this policy and an effective environmental management system.

We shall:

- ensure risks and opportunities that have the potential to affect our environmental performance, or our ability to achieve our net zero emissions objective, are identified and addressed;
- promote innovation to seek continuous reduction and, where possible, the prevention of emissions, waste, energy and fossil fuel consumption;
- drive the efficient use of resources, encouraging the consideration of environmentally and socially responsible procurement, and seek opportunities to collaborate with suppliers and customers to drive innovation and create mutual value;
- respect cultural heritage and the local communities in which we work;
- provide competent supervision, education, instruction and information to all personnel to assist in meeting these environmental commitments;
- set targets, monitor and review performance, ensuring learning and continual improvement;
- transparently report our direction, strategy and performance to our stakeholders;
- comply with relevant environmental legislation and industry requirements; and
- promote a culture in which all employees, subcontractors and business partners share this commitment.

We all have the responsibility and accountability to respect the environment and work to avoid, minimise and mitigate adverse environmental impacts at every stage in the life cycle of our operational activities.

By following these principles we will achieve an environmental performance of which we can be proud.



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**Zoran Bebic**  
Managing Director

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