

Sustainability Policy

Risk and Assurance

Monadelphous Group Limited

Purpose

This document forms part of the Monadelphous Group Limited Corporate Governance Framework and details the Company's commitment to sustainable business operations.

Sustainability Policy

At Monadelphous our vision is to achieve long-term, sustainable growth by being recognised as a leader in our chosen markets and a truly great company to work for, to work with and invest in.

We believe the key to achieving sustainable growth is by ensuring the safety, wellbeing and development of our people; the delivery of outstanding service to our customers; caring for the environment and communities where we work; and providing superior returns to our shareholders.

By focusing on these areas, we will ensure that our business delivers on its strategy and achieves long-term sustainable growth and value for our stakeholders.

People

Our people are the key to our success. We are committed to retaining, attracting and developing people who are highly competent, live the Monadelphous values and actively contribute to the long-term success of the business. We foster a safe, inclusive and respectful workplace where people of all backgrounds, skills and cultures can work together collaboratively, and reach their full potential. Our actions reflect the highest standards of conduct.

Safety and Wellbeing

We are committed to the safety and wellbeing of everyone working in connection with our activities. We believe that all injuries are preventable, and our goal is zero harm. *The Safe Way is the Only Way.*

Responsible Business Delivery

We build, maintain and improve our customers' operations through the reliable delivery of safe, innovative, cost-effective and customer-focused solutions. We take a long-term approach to our relationships with customers and suppliers and maintain high levels of governance and ethics in everything we do. We deliver strong and consistent financial performance, generating long-term sustainable value for our shareholders. We deliver what we promise.

Environment

We care for the environment and commit to minimising the environmental impact of our operations and achieving net zero emissions by 2050. We will pursue opportunities to leave a lasting positive legacy.

Communities

We actively engage with our local communities, providing opportunities for local people and businesses and are committed to leaving a positive legacy within the communities where we work.



.....
Zoran Bebic
Managing Director

September 2023