SUSTAINABILITY POLICY

This Policy sets out requirements for sustainability across CIMIC Group Limited and entities it controls (**the Group**). Sustainability is the integration of environmental, social and governance factors into decision making to maximize short and long term shareholder value, seek competitive advantage, and contribute to safe and healthy employees, communities and ecosystems.

This Policy should be read in conjunction with the _Group Code of Conduct_, the _Procurement_, _Environment_, _Health and Safety_, and _Diversity and Inclusion_ policies, and the _NGER Annual Compliance Report_ template.

This Policy applies to all employees of the Group, and third parties engaged by the Group, including alliances and joint ventures in all jurisdictions.

Any employee of the Group found to have breached this Policy may be subject to disciplinary action.

The **objectives** of this Sustainability Policy are to:

- Focus the Group's efforts on managing sustainability risks and opportunities, enhancing business performance and supporting the long-term interests of the Group;
- Promote a culture of accountability for sustainability outcomes and improve the sustainability knowledge and skills of employees;
- Integrate consideration of environmentally and socially responsible sourcing and governance factors into the Group's operating and procurement processes, and seek opportunities to collaborate with the supply chain to drive innovation and create mutual value;
- Drive the efficient use of resources and continual innovation in the delivery of projects;
- Support the adoption and delivery of appropriate industry rating schemes and standards that drive sustainability outcomes for clients;
- Encourage initiatives and successfully deliver projects that meet client expectations, provide value for money, and leave net positive legacies for the CIMIC Group, our clients, users, the environment and communities; and
- Enhance the Group's resilience to climate change.

1.   Governance

The Group will abide by the principles of the UN Global Compact and acknowledges its role in contributing to the UN Sustainable Development Goals.

The Ethics Compliance and Sustainability Committee (**ECSC**) assists the Board in fulfilling its governance and oversight responsibilities in the area of sustainability.

CIMIC will coordinate and support the Operating Companies to develop tailored sustainability strategies and implement initiatives that help to achieve the Group's commitments and objectives.

CIMIC will facilitate sustainability knowledge sharing across the Group so as to encourage innovation, mitigate risk, drive competitive advantage and create shareholder value.

Operating Companies are responsible for meeting their contractual and compliance obligations regarding the operational aspects of sustainability such as project delivery, health, safety, people development, environment, community relations, procurement, risk, governance and ethical behaviour, within the Group's governance framework.

2. Reporting

CIMIC will coordinate the annual publication of a Global Reporting Initiative (**GRI**) based Group Sustainability Report. The ECSC approves the Sustainability Report and any sustainability disclosures in the Annual Report.

CIMIC will participate in recognised sustainability surveys including the Dow Jones Sustainability Index and CDP so as to promote the Group's reputation as an industry leader in the sustainable delivery of projects.

The Operating Companies are responsible for:

- Internal reporting of operational health, safety, environment and community related initiatives and performance information to CIMIC management and the ECSC;
- The provision of sustainability data and information to CIMIC to inform corporate sustainability reporting requirements, and to support the submission of sustainability surveys as required by CIMIC; and
- Direct external reporting to meet legislative obligations (such as the National Greenhouse and Energy Reporting Act, including the completion of an annual compliance report) where appropriate.

CIMIC will regularly review Operating Company strategies, reporting and performance to ensure they demonstrate compliance with all legislative requirements and support continuous improvement in sustainability and business performance.

Policy Information

Owner:	Executive General Manager, Sustainability, CIMIC
Approved by:	Chief Executive Officer, CIMIC
Effective date:	June 2017

Note: CIMIC Group policies may be amended from time to time.