

EBC Global's Sustainability Policy

Putting sustainability at the heart of our business strategy

At EBC Global, we have a responsibility to put sustainability at the heart of our business strategy through our market leadership role, our operations and the services we provide.

We recognize that our operations can greatly contribute to creating a more sustainable world. It is our responsibility to both improve our own sustainability performance through the way we run our business and to influence others. This will be achieved through the alignment of our strategic advice, design, development, asset life-cycle operations and services with our business strategy and plans.

Our sustainability principles:

- A society for our future — inspiring the next generation; investing in communities; developing sustainability knowledge and skills; and creating a healthy, safe and secure workplace.
- An environment with a future — supporting a low carbon economy; demonstrating respect for the environment through resource efficiency and preventing pollution; and protecting and improving ecosystems.
- A responsible business of the future — influencing and supporting sustainable economic growth with strong governance, integrity and accountability; being part of a business while recognizing the responsibility and the importance of providing local services without compromising future generation's business needs.

We do this by:

- Understanding our stakeholders' expectations and requirements in relation to the environment and Governmental guidelines

Development Goals and the UN Agenda 2030;

- Understanding how Global Societal Megatrends will affect our business strategies globally, and locally contributing to and improving social value and community benefits;
- Implementing business and project controls to ensure compliance with relevant legislation, contract and client requirements, including arrangements for crisis management and incidents;
- Improving resource efficiency, including the use of water, energy (including transport-related energy usage) and raw materials;
- Increasing awareness of climate change and improving the assessment of climate-related risks, including the development of appropriate mitigation measures;
- Valuing diverse skills and contributions by improving diversity and equality;
- Improving natural capital and increasing biodiversity;
- Increasing the development of strategies which will be of benefit to human health and wellbeing;
- Improving and assessing our environmental performance by investing in training, awareness, systems, tools and an assurance program;
- Ensuring the suitability and effectiveness of our suppliers, and monitoring their performance;
- Monitoring our sustainability performance and progress against objectives and targets;
- Adhering to EBC Global's Health & Safety and Environment documents.
- Adhering to EBC Global's Security and all related security and cyber security governance documents.
- Adhering to EBC Global's Integrity, Human Rights, Modern Slavery and all related governance documents.

Strictly Private and Confidential

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- Adhering to EBC Global's Equality, Diversity and Inclusion governance documents.

While the Management are responsible for implementing and monitoring this Policy, all employees and persons working on our behalf must share these commitments. Everyone is empowered to speak up and act to ensure that these commitments are met.