

Environmental, Sustainability and Social Impact Policy

Purpose

This Policy sets out pitt&sherry's commitment to managing obligations to prevent harm to the environment and deliver services and projects in ways that are sustainable and in accordance with stakeholder expectations for managing social impacts.

Policy

At pitt&sherry, we recognise that the environment, the ecosystems and balances it contains may be damaged or compromised through our work. We recognise the impact the materials, supplies and equipment we use can have on sustainability outcomes throughout our supply chain and the communities and people who may be affected by our activities.

We understand the importance of establishing robust monitoring and governance practices to oversee the processes we establish to manage our environmental, sustainability and social impact risks and aspects of materiality are effective and appropriate.

Effective management of environmental and sustainability aspects and impacts are enabled through:

- Operational and project delivery processes and systems that enable the identification, assessment and management of environmental aspects and impacts
- Tools and processes within procurement systems to identify and minimise the impact that materials and supplies may have
- Understanding, monitoring, reporting and reducing our Scope 1, 2 and 3 emissions, waste stream and other applicable environmental aspects as required.
- Setting and monitoring environmental objectives and targets and completing regular management reviews of our systems and performance.
- Understanding the impacts our operations have on climate change risks and obligations this may create, whilst monitoring and acting on relevant climate change adaptation strategies across our markets and locations.
- Identify and assess environmental and sustainability risks that projects may create through the Project Risk Categorisation and Approvals processes.
- Provide capability building and knowledge of environmental and sustainability risks and the practices to manage them among our people.
- Build capability to identify environmental benefits or sustainability outcomes with our clients.

Social impacts and opportunities to improve social responsibility may be identified and managed through:

- Establishing requirements of pitt&sherry Modern Slavery Policy in our procurement and supply chain management processes
- Monitoring and reporting relevant aspects of materiality defined in pitt&sherry ESG Framework, including workforce diversity, privacy, human rights. Progressing pitt&sherry Reconciliation Action Plan and building capability for First Nations Indigenous engagement across our activities and projects.

This policy should be read in conjunction with other policies that are available on the internal intranet, including, but not limited to the Modern Slavery Policy.

The Board shall monitor and review this policy and ensure it is reflective of obligations and pitt&sherry's risk appetite. The CEO is accountable to the Board for the implementation of the policy and the reporting of its effectiveness. Compliance with requirements of this policy is the responsibility of all pitt&sherry staff.

Appendix — Document control information

Document status

The current status of this document is shown below.

Title	Environmental, Sustainability and Social Impact Policy
Version	Rev05
Effective date	7 May 2025
Prepared by	Head of HSSE
Reviewed by	Company Secretary & CEO
Authorised by	The Board

Document history

The history of changes made to this document is shown below.

Version	Date	Author	Description / Changes
A	25 July 2018	CEO	
00	23 August 2018	CEO	Authorised
01	29 May 2019	Company Secretary & GM Technical Development & Risk	Update description and terminology
02	24 April 2020	CEO & Company Secretary	Update terminology
03	1 April 2021	Company Secretary	Amendment to ensure compliance with the Modern Slavery Act (Cth) 2018
04	17 April 2023	Social Responsibility Lead	Amendment to ensure alignment with the pitt&sherry ESG 2023- 2028 Strategy
05	7 May 2025	Head of HSSE	Incorporation of environmental policy requirements and previous social impact and governance elements detailed in Sustainability into a single integrated policy. Creating Policy connection and relevance to p&s ESG Materiality assessment and road map.