

SUSTAINABILITY POLICY

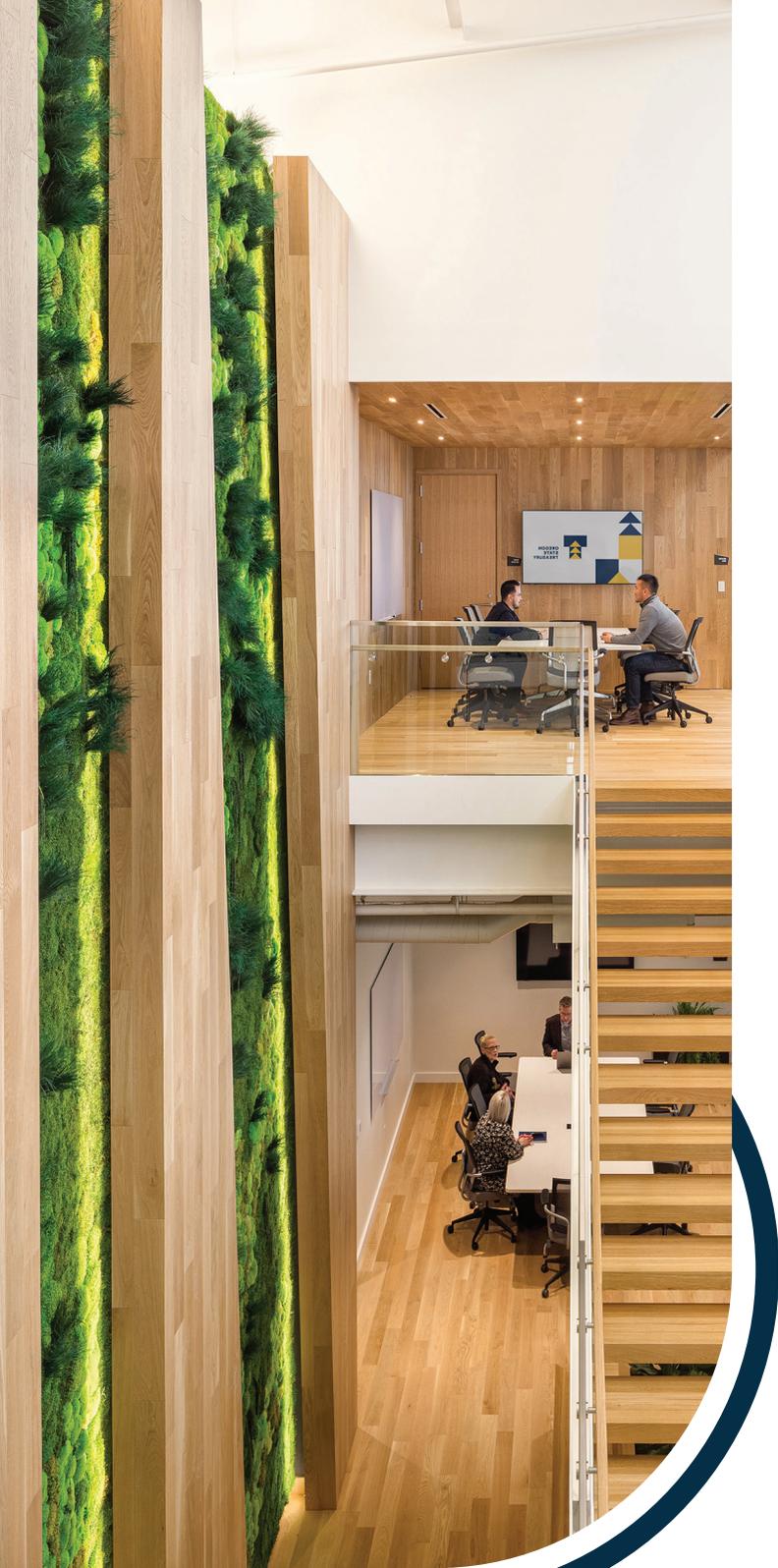
TO LEAD IN THE CREATION OF A HIGH PERFORMANCE BUILD ENVIRONMENT THAT FOSTERS THRIVING COMMUNITIES AND SECURES A SUSTAINABLE FUTURE.

Our goal is to embed sustainability into everything we do: by putting our people first, enhancing value for our clients and minimising our footprint on the built and natural environment.

People

We put people first by:

- Conducting our business ethically with a high standard of fairness, respect and integrity
- Striving for levels of high employee engagement by recognising and rewarding individual effort
- Providing our employees with learning and development opportunities that focus on how we can work together to achieve our sustainability goals
- Supporting and building capacity and skills in the communities where we work
- Encouraging our employees to be active in their communities
- Creating, promoting and fostering a respectful workplace
- Providing a healthy and safe work environment that prioritises health and wellbeing.



Accountability

We take responsibility for our actions by:

- Maintaining our status as Carbon Neutral for our operations
- Setting firm goals that require strong action as a signatory to the World Green Building Council's Net Zero Carbon Buildings Commitment
- Making individual business units accountable for implementing appropriate policies and systems
- Detailing our progress annually in our ESG scorecard
- Assigning responsibility to our Global Sustainability Director for reviewing this policy every three years
- Appointing our CEO with ultimate responsibility for this Sustainability Policy.

Partners

We offer clients and partners:

- Reliability, transparency and good communication with services delivered on time and within budget
- Solutions that reduce the environmental footprint of their buildings, facilities and infrastructure.

Growth and improvement

We grow and improve by:

- Researching and adopting new technologies and standards that solve problems for ourselves, clients and partners
- Looking at problems through different lenses to ensure we're constantly innovating
- Improving the sustainability performance of our projects by delivering design solutions that focus on decarbonisation, resource efficiency, environmental management and occupant wellbeing
- Engaging with governments, regulators and industry partners to encourage better environmental and social standards in the built environment
- Providing both financial and on-the ground expertise in emerging economies through the NDY Charitable Trust.

We expect every employee to be ethically, environmentally, and socially responsible and contribute to the successful achievement this policy. We also encourage our clients to reflect on this policy when considering their own approach to sustainable development.

Stuart Fowler
Chief Executive Officer
August 2025

Hayley Koerbin
Global Sustainability Director