

Civmec is an integrated, multidisciplinary construction and engineering services provider to the Energy, Resources, Infrastructure, Marine and Defence sectors.

Civmec is committed to the sustainable development of our business by operating with integrity, contributing to the welfare of our people and the local communities and by ensuring our operations cause minimal harm to the environment.

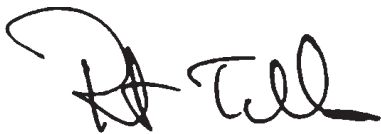
Civmec's core focus is embedding sustainability in the delivery of the strategic goals of our diverse business, building a resilient business, operating responsibly and creating shared value through positive relationships with our stakeholders.

By embracing Civmec's Core Values we are able to focus on the following sustainability strategies:

- Ensuring an ongoing commitment to conserving natural resources, minimising waste and pollution and enhancing the natural environment in which we operate.
- Promoting innovation within our industry and implementing new technologies to continually improve our economic, social and environmental performance.
- Being value driven and profitable by building a resilient business capable of responding to challenges and creating new opportunities.
- Making a difference to people and communities by establishing and maintaining meaningful, long-lasting relationships and creating opportunities in education, employment and enterprise, as well as supporting local community groups and organisations.
- Maintaining excellence through our outstanding and diverse leaders - by fostering a values-led culture, while focused on developing our workforce from within.
- Furthering collaboration and engagement with our employees, partners and communities on key sustainability issues, encouraging them to act, individually and collectively, to improve the way we do things.

We believe that by adhering to the above values, Civmec will achieve its long-term sustainability goals delivering valuable outcomes for the environment, and our stakeholders.

This Sustainability Policy is reviewed biennially to ensure it remains relevant and appropriate to the organisation. It is displayed in prominent locations, is available and can be viewed on Civmec's website and SharePoint, and is communicated to employees and contractors as part of our induction and onboarding processes.



Patrick Tallon
Chief Executive Officer
Civmec Group
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