

## Environmental Policy

At CBC Group (**CBC**), we are committed to conducting our business in an environmentally responsible and sustainable manner. We recognise our responsibility to protect the environment and minimise the impact of our activities on the communities and ecosystems in which we operate.

Our approach is guided by our Environmental Management System (EMS), certified to AS/NZS ISO 14001, and supported by leadership, consultation, innovation, and continuous improvement.

To achieve our environmental objectives, CBC will:

- Comply with all applicable environmental legislation, regulations, codes of practice, and other obligations relevant to our operations.
- Identify, assess, and manage environmental risks through a structured risk management approach that prioritises the elimination or minimisation of adverse impacts.
- Prevent pollution and reduce waste, emissions, and resource consumption by continually improving operational efficiency and adopting circular economy principles.
- Promote sustainable resource use, including efficient management of energy, water, and materials, and work toward measurable reductions in greenhouse gas (GHG) emissions.
- Engage and consult with workers, contractors, clients, and stakeholders to embed environmental responsibility in every aspect of our operations.
- Empower employees to identify environmental opportunities and take proactive action to improve outcomes.
- Provide training, awareness, and resources to ensure all workers understand their environmental responsibilities and contribute to sustainable work practices.
- Establish, monitor, and review measurable environmental objectives and targets to drive continual improvement and demonstrate performance.
- Respond effectively to environmental incidents, non-conformities, and near misses through early identification, investigation, and the sharing of learnings.
- Monitor and report on environmental performance to ensure transparency and accountability.
- Review this policy regularly to ensure it remains relevant, effective, and aligned with the context of our business and stakeholder expectations.

The SQE Manager is appointed as CBC's Environmental Management Representative and has the full support of CBC's Executive Leadership Team to establish, implement, and continually improve the EMS in accordance with AS/NZS ISO 14001.

All CBC leaders are accountable for demonstrating environmental leadership and promoting a culture that values sustainability and environmental stewardship across all operations.

Through innovation, collaboration, and care, CBC aims to minimise our environmental footprint and contribute positively to the communities and environments in which we work.



Ellen Strawbridge  
**SQE Manager**  
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