

Sustainability Policy

Overview

Cirro is a company within the Tonkin + Taylor (T+T) group of companies. T+T Group companies are aligned under a collective pathway and purpose.

The Tonkin + Taylor Group of Companies ("we"/ "us"/ "our") is committed to our Purpose that together we create and sustain a better world, and Our Vision of *being renowned for inspiring sustainable futures*.

This Sustainability Policy sets out our commitments and aspirations to progress towards our Vision and Purpose, and is applicable to all employees and directors of Tonkin + Taylor Group companies. This is how we will support the transformation of our industry to be future-fit and support our ability to be successful in the markets in which we operate now and into the future. Our Sustainability Strategy to *embed sustainability in everything we do* sets out how we will give effect to this Policy.

Our Key Principles

- Building the ability of all our people to design and execute our work in a way that achieves increasingly sustainable outcomes.
- Working with clients and partners whose values are aligned with ours, and who value our advice, such that our involvement will leave the environment and communities better off.
- Working towards appropriately integrating indigenous worldviews and knowledge into our work.
- 'Walking the talk' and integrating sustainability into how we operate.

What Sustainability means at Tonkin + Taylor Group

Sustainability at Tonkin + Taylor Group is about actively responding to local and global social and environmental challenges and shaping a future in which the natural environment is truly valued and protected, people and places are thriving, and all people are healthy, fulfilled, and empowered to pursue their aspirations.

Our Sustainability Framework outlines the areas we influence through the work we do and in our own operations. The Framework draws on the United Nations' Sustainable Development Goals, government and indigenous wellbeing frameworks, and infrastructure sustainability tools.



Our Commitment + Aspirations

Natural Environment

We will protect our natural environment in our operations and in our work with clients and partners, including in the following ways:

- **Greenhouse gases (carbon)** - Eliminating or reducing carbon and other greenhouse gas emissions associated with all our activities and measuring and offsetting the emissions associated with our business operations.
- **Biodiversity** - Reducing disruption to the diversity of life on land and in water and enabling regeneration of natural habitats.
- **Circular economy** - Maximising efficient use of resources across the lifecycle of assets and products.
- **Water quality** - Supporting and enabling the protection and enhancement of water sources for the wellbeing of aquatic life and people through improving water quality, addressing negative impacts on water bodies, and reducing water use.
- **Air quality** - Reducing the air pollution associated with our operations and supporting our clients who work with us to reduce air pollution associated with their operations.
- **Land health and restoration** - Enabling careful use of land to protect the soil, the natural environment, and human health.

- Maintaining and implementing our Environmental Management System in accordance with AS/NZS ISO 14001 to embed a culture of environmental protection, continual improvement, and address our environmental impacts.

Society + Culture

We will support people and communities in our operations and in our work with clients and partners, including in the following ways:

- **Skills and knowledge** - Contributing to the development of our own team and collectively building knowledge with our clients, partners, and the communities we work with.
- **Diversity, Equity, Inclusion and Belonging** - Creating environments where everyone feels included, can express their identity, and feel a sense of belonging.
- **Health and wellbeing** - Enhancing the health and wellbeing of our people and those impacted by the work we do.
- **Community empowerment** - Engaging with, and listening to, the communities impacted by our activities wherever possible to understand their concerns, needs and aspirations, and supporting them to make informed decisions.
- **Cultural heritage and legacy** - Building our understanding of diverse cultural needs and approaches and where appropriate incorporating cultural values and practices into day-to-day activities and decision making.

Economy + Governance

We will lead and manage sustainable outcomes in our operations and in our work with clients and partners, including in the following ways:

- **Indigenous knowledge** - Acknowledging, understanding, and respecting indigenous knowledge, enabling us to build trusting and enduring relationships with indigenous communities.
- **Innovation** - Enabling innovative thinking about the way we work to improve outcomes.
- **Resilience** - Understanding and preparing for potential shocks or stressors to business operations, infrastructure, and communities, such as from climate change and natural hazards, and supporting building capacity to respond and adapt as shocks or stressors occur.
- **Value chain** - Integrating sustainability considerations into the procurement of the goods, services and works procured for operating our business and serving our clients.
- **Meaningful employment** - Providing and enabling employment opportunities that support the career aspirations and wellbeing of our people and increasing opportunities for people to join the sectors in which we operate.

Related Codes, Policies + Guidance

The Sustainability Policy is a supporting policy to the Code of Conduct. The Code of Conduct sets out the key standards of ethical conduct and behaviour required by the people and suppliers of the Tonkin + Taylor Group of companies, including but not limited to: compliance obligations, prioritising health, safety, and wellbeing, embracing diversity and inclusion, positively impacting the environmental and the communities we touch, and being committed to fair and ethical procurement. Other related policies and guidelines include:

- Health, Safety & Wellbeing Policy
- Sustainable Procurement Guidelines
- Diversity, Equity, Inclusion and Belonging Policy
- Integrated Management System Policy

Approved by the Tonkin + Taylor Group Board: December 2022