

Environment and Sustainability Policy

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At Genus, we are committed to operating responsibly and sustainably, minimising the impact of our operations on the environment and the communities in which we work. We recognise that achieving this requires environmental and sustainability considerations to be embedded into our culture, leadership and everyday decision-making.

Our objective is to seek opportunities through our work to avoid adverse impacts on, and where possible enhance natural, built and social environments.

We commit to:

Leadership and accountability

Leading environmental and sustainability performance through accountability, engagement, communication and collaboration.

Establishing, implementing and maintaining a framework that supports our environmental and sustainability objectives, targets and strategies.

Upholding high standards of governance and ethical business conduct.

Risk management

Identifying, assessing and managing actual and potential environmental, social and governance (ESG) risks and opportunities throughout project planning, engineering, construction and operational decision making.

Embedding climate-related risks and opportunities into our risk management and decision-making processes.

Meeting applicable legal, regulatory and other environmental obligations.

Maintaining processes to prevent, prepare for and respond to environmental events and emergencies.

Climate and sustainability

Measuring, monitoring, managing and reporting greenhouse gas emissions and climate-related risks and opportunities.

Managing Scope 1, 2 and 3 greenhouse gas emissions, taking into account the requirements of clients, customers and other stakeholders.

Improving resilience to climate change and supporting sustainable outcomes across our operations and value chain, with our vendors and industry partners.

Capability and participation

Promoting environmental awareness and understanding through induction, training and education.

Consulting, engaging and empowering workers to participate in environmental, community and sustainability initiatives.

Promoting diversity and inclusion across our workplaces.



We commit to:

**Environmental
stewardship**

Preventing pollution and minimising the environmental impacts of our operations.

Conserving natural resources and promoting recycling, reuse and waste reduction.

Improving energy efficiency, water stewardship and responsible resource consumption.

Protecting biodiversity and ecosystems wherever our activities may have an impact.

Including whole of life cycle environmental, social and economic impacts of products and services, in procurement decisions.

Incorporating sustainable work practices that support current and future generations.

**Community and
continual improvement**

Supporting local communities and considering the environmental and social impacts of our work.

Working collaboratively with clients and stakeholders to reduce environmental impacts and foster sustainable communities.

Monitoring environmental performance and continually improving the effectiveness of our Integrated Management System and environmental outcomes.

This policy applies across all GenusPlus Group operations, workers and contractors. Visitors and other persons must comply with applicable environment and sustainability requirements when participating in, visiting, or otherwise affected by our activities.

Genus maintains an Integrated Management System aligned with ISO 14001.

David Riches
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GenusPlus Group Pty Ltd
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