



SUSTAINABILITY POLICY

Commitment

Robar Civil respects and appreciates our people and clients, the community in which we work, and the natural environment. We actively seek to make a positive contribution to the world around us by focusing on the way we work and live. The Robar Civil sustainability framework summarises our focus areas and highlights the ways we will measure our contribution.

Key Elements

Design & Delivery – We work closely with our clients to deliver value-adding solutions and manage risk for the projects and programs across the complete project lifecycle. We assess sustainability performance and identify opportunities for continual improvement.

People – Our people practices outline how all our workers should be treated as individuals, with respect and dignity. Our performance and development programs provide opportunities for all our people to achieve their personal and professional goals.

Health, Safety & Wellbeing – Through our HSE programs, we manage our risks and hazards beyond compliance to create a safety-first culture for our people, clients, contractors, vendors, suppliers and other stakeholders.

Environment – We seek to act as conscientious stewards of the environments in which we work by implementing office and project-site based actions to reduce their environmental impacts, measuring and reducing our own Carbon Footprint; and providing specialist services to help others do the same.

Governance & Assurance – Our focus on effective management and compliance is not only legally required, but essential to our efficient and effective operation. Our company-wide management and reporting systems and tools, education programs, auditing and transparency ensure clear visibility and opportunities for action across all these areas.

Responsibility

The Managing Director is accountable for the implementation of the Robar Civil Sustainability Policy. Through programs and activities overseen by the Robar Civil Leadership Team, staff and contractors are responsible for the application of the Policy. Key measures and outcomes will be reviewed for each of the framework's areas and updated as required.

A handwritten signature in black ink, appearing to read "Barry Egan", is positioned above a horizontal line.

Barry Egan
Managing Director