

Policies	POL 39	 ● consolidatedgroup.com.au
SUSTAINABILITY POLICY		

PURPOSE

Consolidated Group of Companies is committed to sustainable development and responsible business practices that balance **environmental stewardship, social responsibility, and economic performance**.

We recognise sustainability as integral to long-term business success and acknowledge our responsibility to contribute positively to the environmental, social, and economic challenges facing our industry and communities, while protecting and enhancing the human and natural resources required for future generations.

OBJECTIVES

Consolidated Group is committed to the following principles and actions:

- **Beyond Compliance**
Continually improving our performance beyond minimum legislative and contractual requirements across **health, safety, environment, quality, and sustainability**.
- **Protection of People and the Environment**
Minimising risk to human health and the environment by taking all reasonably practicable steps to:
 - Prevent injury and illness to employees, contractors, visitors, and communities
 - Prevent pollution of air, land, and water
 - Manage environmental aspects and impacts associated with our operations
- **Climate and Resource Management**
Reducing our environmental footprint by:
 - Actively pursuing opportunities to reduce energy consumption and emissions
 - Promoting waste reduction, reuse, and recycling
 - Improving resource efficiency across plant, transport, and facilities
- **Community and Stakeholder Engagement**
Engaging respectfully with stakeholders, Traditional Owners, clients, and communities and supporting initiatives that deliver positive social and economic outcomes.
- **Workforce Engagement and Capability**
Consulting with and educating employees and subcontractors to ensure they understand their responsibilities and are actively involved in achieving safety, environmental, quality, and sustainability objectives.
- **Performance Measurement and Improvement**
Establishing measurable targets and objectives to monitor, review, and continually improve health, safety, environmental, quality, and sustainability performance.

RESPONSIBILITIES

- **Management**
Accountable for leadership, implementation, resourcing, and monitoring of this policy within their areas of responsibility.

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- **Employees and Contractors**

Responsible for complying with this policy, participating in sustainability initiatives, and reporting hazards, risks, or improvement opportunities.

COMMITMENT

This policy applies to all Consolidated Group directors, management, employees, contractors, and suppliers and supports the ongoing operation and improvement of our Integrated Business Management System.

Approved



Theo Tsorvas

Director

Date 13.12.2025