

ENVIRONMENTAL SOCIAL GOVERNANCE POLICY

Our Commitment

ADCO is one of the oldest and most established construction companies in Australia with detailed sector knowledge and experience in building and construction. We recognise our responsibility to people and the planet and acknowledge the growing awareness that capital allocation decisions are undertaken with the sustainability of our shared environment in mind.

In response, ADCO is committed to the integration of its environmental, social and governance (ESG) framework across its business undertakings.

We acknowledge climate change and its risks to the long-term profitability and sustainability of business enterprises. This includes risks within the transition to a low carbon economy and the emergence of new opportunities and markets for products and services that support and promote a sustainable future.

Key focus areas across ADCO business undertakings to support our ESG framework include.

Environmental

- climate related financial risks and opportunities and investment strategies
- aspects and impacts including those that are significant and related enterprise risk management strategies
- energy and water consumption, greenhouse gas (GHG) emissions, contamination, chemicals and waste
- supply chain sustainable procurement and innovation, recycled and reconstituted sustainable product selection
- products produced by viable energy source alternatives to fossil fuels
- protection of the natural environment, biodiversity, and the prevention of pollution
- project and office environmental standards
- environmental management systems and ongoing certification to ISO 14001 to promote continuous improvement, and
- environmental rating schemes.

Social

- community engagement and philanthropy
- employee engagement, retention, and talent management
- workforce diversity and inclusion, gender equity and equal opportunity
- health and safety, including physical and psychosocial risk management and ongoing certification to ISO 45001 to promote continuous improvement
- an Employee Assistance Program
- promotion of local procurement
- freedom of association and collective bargaining
- the rights of First Nations people
- sustainable economic growth that provides pathways for long-term value for stakeholders, including the broader community, and
- training, development and workforce participation.

Governance

- Board of Directors and senior management engagement and oversight
- disclosure of material risks
- audit and independent assurance
- feedback and disclosure policies
- business continuity planning
- ethical principles and policies
- an Employee Code of Conduct, and
- independent indices and assessment against measurable benchmarks.

We are committed to the integration of our ESG framework across our business undertakings to generate long term value for our stakeholders including the broader community and the natural environment.



Neil Harding
MANAGING DIRECTOR