

Sustainability Policy

Symal Group Limited

Date of adoption: 1/11/2024

1. Purpose

The purpose of this Sustainability Policy is to outline Symal's commitment to sustainability through the incorporation of environmental stewardship, social responsibility, and sustainable economic growth. Symal is dedicated to integrating sustainability into all aspects of our operations, ensuring that we create long-term value for our employees, clients, and the communities in which we operate.

2. Scope

This policy applies to all employees, contractors and suppliers engaged with Symal. It covers the critical sustainability principles and commitments across all business units and project sites.

3. Definitions

“Symal” means Symal Group Limited and all its subsidiaries.

‘Employee(s)’ means a full time, part time, casual or volunteer employee of Symal and includes contractors and agents of Symal.

4. Principles

Symal’s sustainability efforts are guided by the following principles:

- **Environment:** We are committed to minimising our environmental footprint through the efficient use of resources, eco-conscious decision making, and building climate resilience into our operations.
- **Social:** We prioritise the well-being of our employees and communities by promoting safe, inclusive, and equitable practices.

- **Economic:** We strive to create sustainable economic value by fostering innovation, maintaining financial stability, and promoting social and financial growth within our communities.

5. Commitments

Symal's Environmental commitments are:

- **Climate Change Mitigation:** We aim to reduce our greenhouse gas emissions and build resilience into our operations by analysing sustainability data for strategic decision making, adopting energy-efficient technologies, sourcing renewable energy, and promoting sustainable practices across our supply chain.
- **Resource Efficiency:** We will monitor and optimise the use of natural resources, including water, energy, and raw materials, while developing circular economies to reduce, reuse, and recycle materials wherever possible.
- **Biodiversity Protection:** We will minimise our impact on local ecosystems by protecting natural habitats, promoting the use of eco-conscious methodologies, and supporting biodiversity conservation initiatives.
- **Pollution Prevention:** We will implement best practices to prevent pollution, including managing hazardous materials responsibly, environmental discharge, reducing emissions, and minimising waste.

Symal's Social commitments are:

- **Health and Safety:** We will maintain a safe and healthy work environment for all employees, contractors, and visitors by adhering to leading safety standards and fostering a culture of health and wellbeing awareness.
- **Diversity and Inclusion:** We will foster a diverse and inclusive workplace that values and respects individuals from all backgrounds, and we will ensure equal opportunities for all employees.
- **Community Engagement:** We will actively engage with the communities in which we operate, investing in local development, supporting educational initiatives, and contributing to social well-being.

Symal's Economic commitments are:

- **Sustainable Growth:** We will pursue sustainable business practices that balance short-term financial performance with long-term value creation for the communities in which we operate.

- **Innovation:** We will drive innovation and sustainable construction practices and invest in materials, and technologies that support resilience in our deliverables.
- **Supply Chain Engagement:** We will engage with our supply chain to influence our industries into adopting sustainable materials and practices.
- **Risk Management:** We will proactively identify and manage sustainability-related risks and opportunities including climate change, by integrating sustainability adaptations into our strategic decision-making.

6. Implementation and Accountability

Symal will:

- **Leadership Commitment:** Ensure compliance with all relevant environmental, social, and governance (ESG) laws, regulations, and industry standards. We will maintain high standards of corporate governance, ensuring transparency, accountability, and ethical conduct. Any violations of this policy will be subject to disciplinary action, up to and including termination of employment or contract.
- **Employee Engagement:** Provide training and resources to all employees to uphold our sustainability principles and commitments.
- **Monitoring and Reporting:** Regularly monitor, measure, and report on our sustainability performance, which will include a review of the Symal's performance against its sustainability targets.

7. Continuous Improvement

This policy will be reviewed annually or as required to ensure it remains relevant and effective. Any updates will be communicated to all employees and contractors.