

## SUSTAINABILITY POLICY

Fletcher Construction is committed to sustainable practices across our business operations. Sustainability covers all aspects of a business – including economic, environmental, social and business governance.

This policy describes how Fletcher Construction embeds sustainable practices within our business operations.

### NEED TO KNOW

Fletcher Construction is committed to sustainability, and it is our policy to:

- Operate our organisations ethically and according to our shared values.
- Integrate sustainability initiatives into our daily business activities.
- Provide a safe and healthy work environment for our people.
- Support diverse and inclusive work environment at all levels of our organisation.
- Uphold human rights within our business and across our supply chain.
- Take actions to improve resource efficiency and reduce waste, in line with circular economy principles, within our operations and supply chains.
- Manage our operations to preserve water quality and track water availability or scarcity in the areas where we operate.
- Maintain, enhance, or conserve biodiversity and ecosystems in our operational activities
- in accordance with regulatory requirements and avoid operating in areas in close proximity to critical biodiversity.
- Meet our Science Based Target for near-term carbon reduction, and continue to develop transition plans for Net Zero by 2050.
- Report regularly and transparently on physical and transitional climate-related risks and opportunities for our operations.
- Focus on increasing the revenue we derive from sustainably certified products and solutions.
- Engage with key supply chain partners to reduce waste and Scope 3 emissions, and to increase sustainable product certification.
- Regularly engage with stakeholder and the communities where we operate to understand their views and respond appropriately to their interests.
- Report annually to our stakeholders on our sustainability activities and performance.
- Continue to support the communities where we operate with sponsorship in line with our Code of Conduct.

This policy applies to all Fletcher Construction personnel.



**Phillip Boylen**  
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