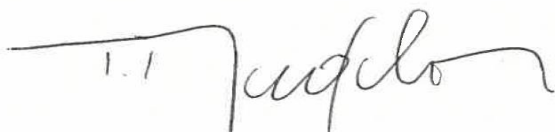


COLAS Australia Group Limited (CAG) companies are committed to the principles of ecologically sustainable development, continuous improvement and pollution prevention on all its current processes and activities.

We strive to balance our economic and operational requirements with our social responsibilities to minimise impact on the environment and surrounding communities. To assist us in achieving our environmental objectives we will undertake the following:

- Monitor and comply with all statutory, clients, licence/permits, and other requirements and meet or exceed all relevant statutory obligations with respect to the environment to which we subscribe.
- Prepare, maintain, and implement ISO 14001 environmental management system.
- Review the Group's Environmental Policy and management system for continuing suitability on an annual basis as part of corporate and project management reviews and communicate outcomes to various company levels and functions.
- Establish and communicate measurable objectives, targets and performance measures on a corporate, functions and project level and regularly review progress against the targets set as a minimum on an annual basis.
- Ensure that all of CAG's Employees and Suppliers are aware of and accept their responsibility towards the environment.
- Promote a culture of innovation and participation engaging our employees to contribute to improving the Group's environmental performance.
- Promote the efficient use of energy, reduction of waste and recycling of materials in all of our business processes and activities.
- Encourage ethical environmental practice and behaviour including respect for cultural and community values.
- Assess environmental risks and implement appropriate risk management programs to continually improve environmental performance across our Group's projects, processes and activities.
- Report regularly on our environmental performance and take remedial action where performance does not meet expectation.
- Communicate this policy to all company personnel, contractors and clients through induction, training and by displaying it throughout CAG's establishments to promote environmental responsibility and obligations.
- Influence our suppliers to act consistently with our approach towards responsible environmental practices.

All employees and suppliers are to be made aware of this policy and are required to actively work towards achieving its objectives in their specific area of responsibility.



**Thierry Madelon**  
**Group Chief Executive Officer (CEO)**  
**COLAS Australia Group**

**Dated: 10/05/2023**