

# ENVIRONMENT POLICY

UP FOR THE CHALLENGE OF TRANSFORMING LIVES

## OUR COMMITMENT

To value the natural environment and communities in which we work.

Our goal across all business activities is to use resources efficiently, minimise environmental impacts and prevent pollution, and enhance and protect the environment and our heritage.

## OUR APPROACH

John Holland's four values are the platform for our everyday interactions and guide our approach to the environment.

### Caring



We care deeply about what we do and how it impacts the environment now and for the future by:

- Driving a strong culture of respect for the environment across our business, and with our industry partners
- Prioritising the environment and resource efficiency in our decision-making throughout the project lifecycle - planning, design, procurement and delivery
- Providing best practice training and education to our people to build awareness and capability to protect the environment and respect the communities in which we work and live.

### Empowering



We gain trust through action by:

- Empowering our people, partners and subcontractors to speak up about how we can better protect and enhance the environment
- Encouraging participation and collaboration with all our people and stakeholders to achieve positive environmental performance and outcomes
- Driving accountability by ensuring everyone is responsible for valuing and protecting the environment

### Imaginative



We push the boundaries by:

- Focusing on continual learning and improvement - reviewing performance, capturing and sharing lessons learnt, and celebrating successes
- Exploring and introducing new technologies and approaches that minimise impacts on the environment and provide positive outcomes for the community
- Having a transparent risk management process that helps us continuously identify opportunities to improve working with our clients and other stakeholders to help them exceed their objectives and obligations

### Future-focused



We're in it for the long, long term by:

- Exceeding our legislative, customer and other mandatory requirements
- Maintaining and improving an effective management system
- Ensuring our work leaves a positive legacy for the communities we serve and the environment we operate in

**Glenn Palin**  
Chief Executive  
Officer

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