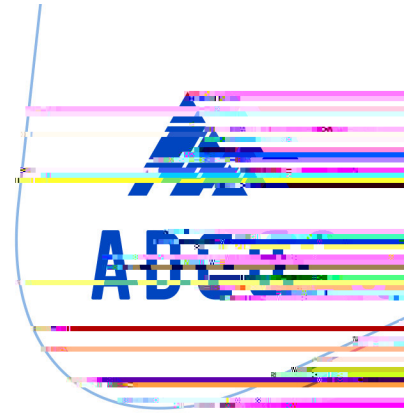


ENVIRONMENTAL SOCIAL GOVERNANCE POLICY



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 potential 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 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
- the ADCO Balance health and wellbeing program
- promotion of local procurement