

# ENVIRONMENT & SUSTAINABILITY POLICY

## OVERVIEW AND SCOPE

At Engeny our Purpose is “Together we make a difference”. We deeply believe that we do make a difference, and we do this with our Engeny team, with our clients and with the communities in which we operate. We passionately invest in all the initiatives and projects we undertake.

Since our conception in 2008, we have delivered innovative and progressive engineering and environmental solutions to protect, enhance and advance environmental performance for government, resources and private industry clients Australia-wide. As a Multi-Disciplinary Engineering & Environmental Consultancy, we believe that we play a key role in helping our clients and our communities as we transition to a more environmentally sustainable future.

This policy and associated procedures apply to our employees, our Directors, our consultants/contractors, both at our place of work and our projects.

## OUR PROJECTS

- We are passionate about our projects and have depth and breadth of experience in many green disciplines, which provide outcomes that protect and preserve our natural environment, including:
  - Environmental compliance;
  - Ecology;
  - Mine closure and rehabilitation;
  - Flood planning, studies & mitigation, including assessing the impacts of climate change;
  - Creek protection & waterway rehabilitation;
  - Water supply and climate change adaptation;
  - Water and wastewater treatment;
  - Stormwater harvesting;
  - Critical minerals mining required for electric vehicles and the energy transition;
  - Feasibility studies for solar energy, pumped hydro and other renewable energy projects;
  - Asset climate change risk assessments;
  - Site remediation.

## OUR PEOPLE

- We have passionate people who are deeply committed to environmentally sustainable solutions and get involved in initiatives that they are passionate about.
- We make a commitment to the protection of the environment, including prevention of pollution.
- We are committed to complying with all legal obligations and environmental legislation.
- Our people are committed to continually improve the environmental management performance of our company and our projects.
- We have well established committees working on a range of sustainability topics including Mental Health & Wellbeing, Diversity Inclusion & Belonging and a Safety Committee.
- We will expand our small Environmental Committee to all of our offices who will work together to establish a 3-year and 1-year plan.
- Together, we will co-create a combined 2030 ESG strategy that will bring together all elements of these working groups.

## OUR LEADERS

- Our leaders understand their role in guiding and influencing sustainable solutions and areas in which we operate;
- Communicate and promote environmental performance; and
- Will actively contribute to and co-create a combined 2030 ESG strategy as well as co-create & support the 3-year & 1-year plan.

## OUR STAKEHOLDERS AND PARTNERS

- We build strong, collaborative relationships with our partners and stakeholders and partners to influence positive environmental outcomes; and
- Through our procurement activities we review environmental policies of our larger subconsultants and subcontractors.

## ENGENY ACTIONS

Engeny Australia (Engeny) recognizes its role in the sustainable management, conservation, and enhancement of the environment and as such is committed to achieving a high standard of environmental management practice in providing engineering and environmental consulting services to both private and public sector clients.

Engeny seeks to achieve this through a process of continual improvement of performance and outcomes by integrating new environmental knowledge into our business practices.

In support of this policy, Engeny commits to the following environmental objectives:

- Comply with all relevant environmental legislation, codes of practice and regulations in conducting all business activities.
- Integrate sound environmental practices and compliance into our engineering investigation, design, and decision-making in consideration of the potential impacts of our activities on the environment.
- Ensure that all staff are aware of this Policy and are aware of the responsibilities in relation to Engeny's business.
- Ensure that the business management system supports this Policy.

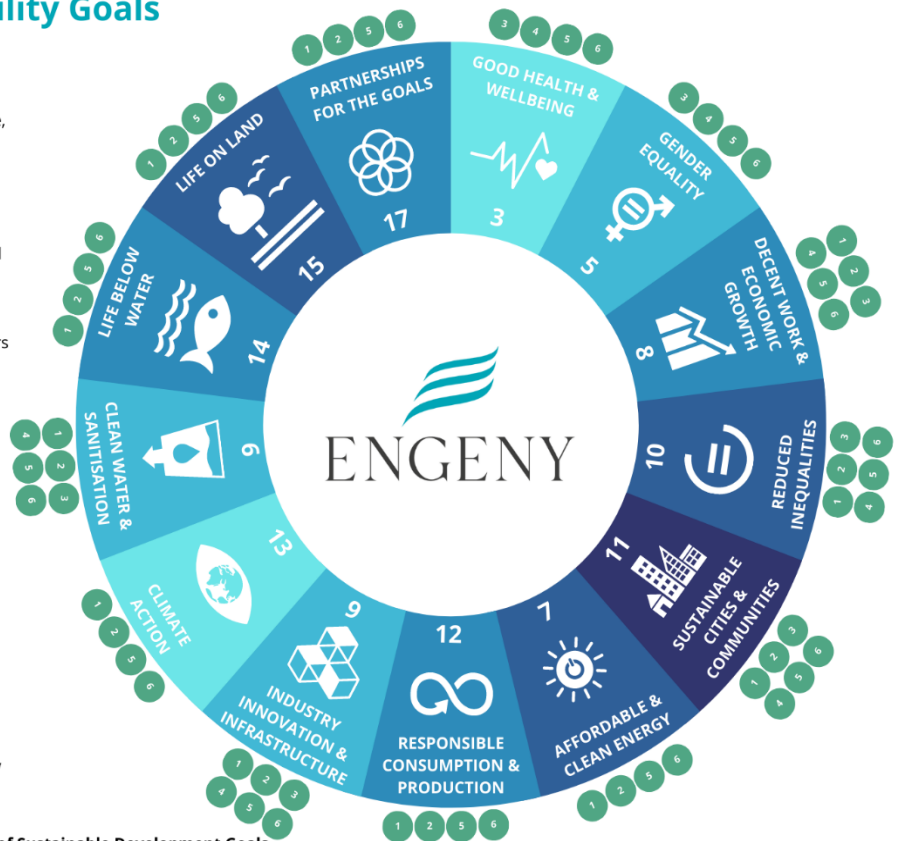
Engeny is also committed to applying environmental management practices to the day-to-day operations of its business by reducing the amount of printing, re-using paper as scrap paper, promoting recycling practices and purchasing recycled products where possible.

To accelerate our positive environmental impact, we have:

- Developed an Engeny 2030 plan which features continued growth of green disciplines and consideration of our environmental footprint;
- Commenced co-creating our 3-year and 1-year environmental strategy that will set Engeny up with measurable and achievable goals to improve environmental sustainability and minimise our footprint;
- Commenced first phase of the Environmental Management System to the ISO 14001:2015 Standard certification process;
- Commenced mapping some of our initiatives and projects against the UN Principles of Sustainable Development. We commit to implement our plans, policy and environmental procedures, and continue to review for improvements.

## Engeny's commitment to the Environmental Sustainability Goals

- 1 Green disciplines & projects including mine closure, rehabilitation, environmental compliance, ecology, flood planning & mitigation, stormwater harvesting, solar studies, dams, roads, integrated water planning, water resources etc
- 2 We have an environmental committee to set & achieve ambitious plan for greater environmental responsibility & the challenge before us
- 3 Diversity & Inclusion (D&I): We play an active role in the identification & removal of systemic barriers to D&I. Diversity, inclusion and belonging is important to us, supported by a D&I committee with 12 month & 3 year plans regarding leave, swap days, culture, Reconciliation Action Plans, diversity shares, recruitment process, flexible work, remuneration & benefits for diverse employees
- 4 Continuously improve both Safety and Mental Health & Wellbeing with 2 active committees to continuously improve Safety in Design, safety on site, safety culture, and prioritise wellbeing through awareness, culture, training, policy & workload initiatives
- 5 Engeny 2030 plan
- 6 Collaborate with clients and partners to positively influence outcomes



**\*note Engeny commits to all of the UN's 17 Principles of Sustainable Development Goals**

Engeny is committed to ensuring that all employees are made aware of their environmental responsibilities and the policies and procedures of the company.

Project: POLICY-010 Environmental Policy

Date: 26 June 2023

Revision: 1