

## SUSTAINABILITY

Georgiou is committed to achieving sustainable growth through the continual improvement of sustainable business practices and a culture that promotes innovation.

In order to achieve these commitments, Georgiou will:

- apply innovation, lifecycle thinking and effective planning to drive sustainable performance;
- be ethically responsible in managing project construction, materials procurement and the selection of suppliers and subcontractors;
- consider our purchasing power to achieve environmental, social and economic benefits, based on the entire lifecycle of the goods and services;
- create long-term sustainable outcomes for our clients aligned to their objectives;
- engage with supply chain to achieve project sustainability objectives and targets;
- build long-term relationships with communities and stakeholders;
- foster a culture based on leadership, inclusiveness and personal development;
- support the workforce in being diverse, engaged, motivated and competent;
- facilitate the sharing of ideas, knowledge and innovation within the business, amongst stakeholders and industry;
- manage and minimise all environmental impacts;
- implement risk and hazard management principles to maintain the health and safety of its people, the surrounding community and the environment;
- provide sufficient resources to support sustainability initiatives; and
- deliver sustainable and profitable growth while integrating governance, economic, environmental and social factors into the company's decision-making process.

All employees, and persons who work with Georgiou, have a personal responsibility for implementing this Policy.



**Rob Monaci**  
Chief Executive Officer  
Georgiou Group  
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