



CLIENTS | PEOPLE | PERFORMANCE

The GHD Group

Sustainability & Environment Policy

GHD recognises its corporate responsibility to improving the social, economic and environmental performance of our operations and our projects. As members of the World Business Council for Sustainable Development, we embrace their mission statement to provide business leadership that acts as a catalyst for change towards sustainable development.

We recognise innovation as the key to meeting our sustainability objectives and encourage our people, our clients and our business partners to identify and act upon opportunities to enhance the communities in which we operate.

In our project work we aim to:

- Evaluate and improve the social and environmental performance of projects over which we have control or influence.
- Offer solutions that improve sustainability outcomes for both our clients and their stakeholders.

In developing our people we aim to:

- Ensure a safe, diverse and inclusive workplace.
- Improve our individual capacity and capability.
- Enhance each person's ability to respond to the challenges of sustainability in both their personal and work life.

In the locations in which we operate, we aim to:

- Support local communities through the 'GHD in the Community' program and the GHD Foundation.
- Facilitate participation in local community activities by our people.

In managing our business we aim to:

- Comply with all legal and other environmental requirements including the protection of biodiversity and pollution control.
- Reduce the consumption of energy and water and improve waste management practices.
- Reduce greenhouse gas emissions with a view to achieving carbon neutrality.
- Report on our environmental and economic performance publicly and work towards reporting on all three pillars of sustainability in the future.

Achieving our sustainability and environment objectives will be supported globally through our commitment to maintain, review and continually improve our Environmental Management System.

A handwritten signature in black ink, appearing to read 'D. Whybird', written over a decorative background of white wavy lines.

Des Whybird
Chairman

April 2009

A handwritten signature in black ink, appearing to read 'I. Shepherd', written over a decorative background of white wavy lines.

Ian Shepherd
Chief Executive Officer