



# GHD Group Sustainability Policy

At GHD, we deliver innovative and responsible business solutions.

We have a responsibility to ourselves, our clients, our business partners and present and future communities to embed sustainable practice in how we operate. For us, sustainability means:

**Developing our people**

We connect our people with a safe, diverse and rewarding career path. Our people feel valued and secure in their workplace.

**Contributing to our world positively**

We care by minimising our ecological impact through resource efficiency and nature conservation initiatives and by supporting communities through development and GHD in the Community Programs.

**Demonstrating good governance**

We commit to our values and policies. This is reflected in the way we manage our business and interact with our clients and our people.

**Managing our risk profile**

We understand our risk appetite and manage our business to maximise opportunities by identifying and managing material risks to an acceptable level in accordance with a risk management framework.

**Assisting clients in being more sustainable**

We create opportunities for our clients to enjoy prosperity and achieve sustainability goals with innovative ideas that embrace our sustainability principles.

We have made a group-wide commitment to foster sustainable business practices which are enabled by:

- Monitoring, reporting and verifying key business performance targets
- Working with stakeholders across our supply chain to enhance sustainable business practices
- Continuing to improve resource efficiency
- Providing leadership through ongoing research and industry engagement

**Rob Knott**  
Chairman

**Ashley Wright**  
Chief Executive Officer

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