



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 minimizing 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 maximize 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

April 2017

Ashley Wright
Chief Executive Officer