



Sustainability Policy (POL 20.0)

Overview

Sustainability is about maximising our environmental, economic and socio-economic performance in the interests of the business, our stakeholders and our planet.

Multi Civil & Rail Services is uniquely placed through our private ownership, operating model and value proposition to take a long-term approach to sustainability. This policy sits alongside our Work Health and Safety, Quality and Environmental policies as part of our policy framework.

As an enduring enterprise, we are implementing a strategy which aims to create sustainable growth by meeting the economic, social and environmental challenges of our rapidly changing environment.

Objectives

- ✓ Embed, promote and progress sustainability into learning, teaching, research, staff experience, community engagement strategies and activities.
- ✓ Embed, promote and progress sustainability across the organisation and within the broader community.
- ✓ Reduce waste and pollution, including greenhouse gas emissions.
- ✓ Reduce resource consumption through sustainable procurement, improved design, efficient use and prudent practices.
- ✓ Protect and improve the natural environment through direct initiatives and reduced resource consumption.
- ✓ Improve environmental and social outcomes from procurement and contracting activities.
- ✓ Increase the resilience of the organisation and its adaptability to a changing environment.

Compliance with State Legislation and Regulations

MCR demonstrates its commitment to comply with WHS legislation, Codes of Practice, Standard(s), and Railsafe Network Rules & Procedures.

Policy Statement

Multi Civil & Rail Services Pty Ltd. Sustainability Management System applies to all operations and services.

Principles

- Create exceptional, long-term sustainable outcomes for all our clients, aligned to their ambitions
- Generate profits to invest in innovation and future success
- Work to the highest ethical, social and environmental standards
- Achieve industry-leading low-carbon performance
- Innovate to develop the industry's ability to address sustainability challenges
- Develop our people: they are our most important assets
- Attract and retain new people from diverse backgrounds and demographic groups to work in the industry, and for Multi Civil & Rail Services particularly
- Enrich the communities in which we work
- Assess and manage all significant environmental risks
- Engage our supply chain and partners to inspire innovation and to achieve our sustainability targets and objectives
- Be transparent in reporting on strategic targets

Quality, Environmental & Work Health & Safety IMS Procedures.

Rev 0 Review Date: 09.10.2020



Collaboration with clients, supply chain, industry partners, research organisations and other stakeholders is fundamental to how we develop and implement sustainability strategy.

Our policies are reviewed and updated regularly to be responsive to client needs and the world around us to make Multi Civil & Rail Services the company of first choice for all our stakeholders while challenging and changing the image of Safe-working / Labour hire Australia wide.

All management and staff are expected to comply with the spirit of this policy in the context of the organisation in which they work.

A handwritten signature in black ink, appearing to read 'Leigh Twigg'.

Leigh Twigg
General Manager