

Sustainability Policy

At Ausenco, we respect and appreciate our people and clients, the communities in which we work, and the natural environment. We actively seek to make a positive contribution to the world around us by focusing on the way we work and live.

Our values are core to the way we operate and we bring these to life, every day.

The Ausenco Sustainability framework summarises our key focus areas and highlights some of the ways we'll measure our efforts.

Key elements of the framework include:

- **Design & Delivery** – We work closely with our clients to deliver value-adding solutions and manage risk for the projects and programs across the complete project lifecycle. We assess sustainability performance and identify opportunities for continual improvement. Never settling for the status quo, we seek to provide solutions that increase the economic, social and environmental outcomes for our clients and the communities in which they operate
- **People** – We celebrate diversity. Our People Practices outline how all our people should be treated as individuals; with respect and dignity. Our formal and informal feedback and performance and development programs provide opportunities for all our people to achieve their personal and professional goals
- **Health, Safety & Wellbeing** – Through our HSE strategy we manage our principal risks and hazards beyond compliance to create a zero harm culture for our people, clients, contractors, vendors, suppliers, other stakeholders and the communities in which we operate. By developing, implementing and continuously improving our world class systems we lead Health, Safety and Wellbeing through genuine Safety Citizenship
- **Environment** – We seek to act as conscientious stewards of the environments in which we work by implementing office and project-site based actions to reduce their environmental impacts; measuring and reducing our own Carbon Footprint; and providing specialist services to help others do the same

- **Community** – Through the generosity of the Ausenco Foundation and our people, we seek to work with communities to improve their conditions in a sustainable way. By giving our time and other resources and partnering with clients and community groups, we provide a hand-up, not a hand-out across the continents in which we work
- **Governance & Assurance** – As a listed company working across many jurisdictions, a focus on effective management and compliance is not only legally required, but essential to our efficient and effective operation. Our company-wide management and reporting systems and tools, personnel education programs, auditing and transparency ensure clear visibility and opportunities for action across all these areas.

Responsibility

The Chief Executive Officer is accountable to the Board of Directors for the implementation of Ausenco's Sustainability Policy.

Through programs and activities overseen by the Chief People & Sustainability Officer and other members of the Ausenco Leadership Team, Ausenco personnel and contractors are responsible for the application of the Policy.

Key measures and outcomes will be reviewed for each of the framework's areas, which will be updated periodically as required.



Zimi Meka
Chief Executive Officer
March 2014



Neil Trembath
Chief People &
Sustainability Officer
March 2014