



MGL-POL-085 Rev 0

Monadelphous Group

Sustainability Policy

PURPOSE

This document forms part of the Monadelphous Group Limited (MGL) Corporate Governance Framework and details the company's commitment to sustainable business operations.

SCOPE

The policy applies to all Monadelphous Group operations, employees and directors.

DOCUMENT OWNER		
Name	Title	Date
Robert Velletri	Managing Director	14/10/2011

SUSTAINABILITY POLICY

Monadelphous is committed to the sustainable development of our business through the effective management of the economic, environmental and social issues encountered by the company. Integral to this commitment is maintaining a leadership position in core markets, continuing to develop our markets and growth strategy and maintaining and enhancing the trust and loyalty of customers, employees, communities, shareholders and other stakeholders.

Attracting, developing and retaining competent people who live our values are the essential elements in building a culture of continuous improvement and long term success.

Our commitment to a sustainable future is underpinned by principles which shape our culture, our business performance and our approach to the environment and communities in which we operate.

In our culture we:

- deliver what we promise
- recognise our people and their collective knowledge, capabilities, values and experience are our most valuable asset
- believe that all injuries are preventable and that the safe way is the only way.
- embrace organisational learning.

In our business performance we:

- take a long-term approach to the management of stakeholder relationships
- consistently deliver high quality work and innovative services and products
- practise responsible corporate governance
- continuously improve operational processes and systems
- deliver strong and consistent financial performance.

In our environment and communities we:

- show concern for where we operate
- minimise impacts and disturbances associated with operations and office activities.

By following these principles, the company will ensure sustainable development and continue to deliver strong returns to shareholders.

DEFINITIONS

Term	Definition
Sustainable Business Operation	Sustainable business operation is the production of goods and services using processes and systems that conserve energy and natural resources and are non-polluting; economically efficient; safe and healthy for workers, communities and consumers; and socially and creatively rewarding for all stakeholders.
Sustainability Reporting	The practice of measuring, disclosing and being accountable to internal and external stakeholders for organisational performance towards the goal of sustainable development.
Sustainable Development	To meet the needs of the present without compromising Monadelphous' long-term future.

REFERENCE DOCUMENTS

Document No.	Document Name
2000-2011	Global Reporting Initiative - Sustainability Reporting Guidelines (Version 3)

APPENDICES

Appendix Reference	Appendix Name

REVISION HISTORY

Revision	Changes	Date	Prepared By
0	Original Issue	14/10/2011	Dave Hurst