

Sustainability Policy

Risk and Assurance

Monadelphous Group Limited

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 the Company Group operations, employees and directors.

Sustainability Policy

The Company is committed to the sustainable development of our business through the effective management of the economic, environmental and social risks and opportunities encountered by the company. Integral to this commitment is maintaining a leadership position in core markets, continuing to develop in new markets locally and overseas whilst 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 and that diversity in our workforce enables us to deliver enhanced and more innovative solutions to our customers
- undertake actions and decisions that reflect the highest standards of conduct, in accordance with the Company's code of conduct
- believe that all injuries are preventable and that the safe way is the only way
- embrace organisational learning and the development of our people.

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
- actively encourage constructive engagement in local communities
- promote opportunities to support local communities.

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



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Rob Velletri

Managing Director

October 2018