

## Sustainability Policy

At Ground One Civil we are committed to operating our business in a manner that promotes environmental responsibility, social equity, and economic viability. We recognise the importance of sustainable practices in safeguarding the planet for future generations while also contributing to the well-being of our communities and stakeholders. Therefore, we hereby establish the following Sustainability Policy:

### 1) Environmental Stewardship:

- We will strive to minimise our environmental impact by reducing our energy consumption, water usage, and waste generation across all aspects of our operations.
- We will prioritise the use of renewable energy sources and implement energy-efficient technologies to decrease our carbon footprint.
- We will promote responsible waste management practices, including recycling, composting, and proper disposal, to minimise landfill contributions.
- We will continuously assess our supply chain to identify opportunities for reducing environmental harm and promoting sustainable sourcing practices.

### 2) Social Responsibility:

- We are committed to fostering a diverse, inclusive, and equitable workplace where all employees are valued, respected, and provided with equal opportunities for growth and development.
- We will uphold fair labor practices and ensure safe working conditions for our employees and those within our supply chain.
- We will actively engage with our local communities to understand their needs and concerns, and we will contribute positively through volunteerism, philanthropy, and partnerships with local organisations.

### 3) Economic Prosperity:

- We will operate ethically and transparently in all our business dealings, maintaining integrity and honesty in our relationships with customers, suppliers, and partners.
- We will strive for long-term financial stability while considering the broader impact of our decisions on society and the environment.
- We will invest in research and development to innovate sustainable products and services that meet the needs of our customers while minimising environmental impact.





#### 4) Continuous Improvement:

- We will establish measurable goals and targets to track our progress towards sustainability objectives, regularly reviewing and updating our policies and practices as necessary.
- We will foster a culture of sustainability throughout our organisation, encouraging employee involvement and collaboration in identifying opportunities for improvement.
- We will remain open to feedback from stakeholders, actively seeking input from customers, employees, shareholders, and the community to enhance our sustainability efforts.

#### 5) Compliance and Accountability:

- We will comply with all applicable laws, regulations, and industry standards related to environmental protection, social responsibility, and ethical business conduct.
- We will hold ourselves accountable for our sustainability commitments, conducting regular audits and assessments to ensure adherence to our policies and standards.
- We will communicate transparently with our stakeholders, providing regular updates on our sustainability performance and initiatives.
- By adhering to this Sustainability Policy, Ground One Civil is dedicated to making a positive impact on the world around us, promoting a more sustainable and resilient future for generations to come.

Our commitment to our staff includes:

- Provide training, resources and learning opportunities internally and externally to ensure all parties can maximize their impact.

This policy is reviewed annually to ensure it remains relevant and appropriate to the organization.

Signed

Jody Gropler

Date: 12/01/2026.

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