



ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

OUR OBJECTIVE

We are committed to operating responsibly, ethically, and sustainably. We integrate environmental, social and governance (ESG) principles into decision making, operations and partnerships to deliver long term value for our people, clients, communities and shareholders. This reflects our philosophy of Building Tasmania's Future where we conduct business in a manner that is safe, ethical, environmentally responsible and socially inclusive.

Our approach to ESG is guided by Shaw's core values of **Safety, Teamwork, Integrity** and **Responsibility**.

OUR OBLIGATIONS

At Shaw, we will meet this objective by:

- Ensuring everyone goes home without harm, every day. We prioritise physical and psychological safety through safe systems of work, proactive risk management, and a workplace free from harassment, bullying and discrimination.
- Minimising environmental impact through sustainable construction practices, efficient use of resources, and responsible management of energy, water, waste and emissions. We identify and manage climate-related risks and opportunities to support business resilience and long-term sustainability.
- Fostering an inclusive, diverse and respectful workplace where people feel supported and empowered. We work collaboratively with clients, communities, suppliers, regulators and industry partners to deliver shared value and positive social outcomes.
- Conducting business ethically, transparently and in compliance with all legal and regulatory obligations. This includes robust governance, effective risk management, responsible procurement, and taking all reasonable steps to prevent modern slavery within our operations and supply chains.
- Maintaining accountable leadership and clear management ownership of ESG outcomes.
- Engaging transparently with our stakeholders on ESG performance and progress, and committing to continuous improvement, innovation and operational resilience.

Authorised by:




Joe Luttrell

Chief Executive Officer

Board Endorsed on: 05 June 2026