

Policy	
Sustainability Policy	
<b>Doc No.:</b> MR-WS-011	<b>Version:</b> 1.0

# Sustainability Policy

## MR-WS-011

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## 1. PURPOSE

To establish a policy that outlines the sustainability commitments of Martinus Rail with respect to its operations, activities, and overall sustainability performance.

## 2. SCOPE

This policy applies to all Martinus operations and sites.

## 3. POLICY

### 3.1 General

During the development of this policy, the appropriateness to the nature, scale and sustainability impacts of Martinus Rail activities, products and services has been considered. The policy is endorsed by the *(Top Management)* and the policy shall be reviewed during Martinus Rail's management review meetings.

The policy shall stipulate the commitments of Martinus Rail to continually improve its sustainability management.

The sustainability policy shall provide a framework for setting and reviewing objectives and targets, and must be maintained, implemented and communicated to all employees of Martinus Rail and its contractors.

This policy shall be available to the public.

### 3.2 Policy Statement

Martinus Rail has grown to become one of the leading rail infrastructure construction companies in Australia and New Zealand.

Our approach to sustainability encompasses our organisational commitment to deliver on management of governance, environmental, social, and economic objectives.

The sustainability policy is our guiding document when integrating a philosophy of sustainable development into organisational activities and operations and to ensure sustainability is embedded in every part of our business.

The four pillars which compose the strategy are interrelated, representing an integral nature of driving sustainable outcomes for our business. We will engage with our key stakeholders to ensure objectives of the policy are aligned with our companies' strategic vision, business needs and stakeholder priorities.

Our sustainability vision is to achieve excellent environmental, social, and economic outcomes concerning our activities, products and services that connects the community in an environmentally sustainable manner.

To achieve this sustainability vision, we shall:

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- Embed environmental, economic, and social outcomes by establishing robust sustainability objectives and targets
- Demonstration of corporate social responsibility excellence
- Manage resources efficiently through incorporating energy, water and material saving initiatives into our activities and products
- Support and enhance social, cultural and community wellbeing
- Report on sustainability performance and be accountable for meeting environmental and social responsibilities
- Work with suppliers who promote sound sustainability practices
- Support of and reliance on local supply chain and resources whenever possible
- Encourage the pioneering of innovation in sustainable design, process or advocacy that seeks continuous improvement to promote new ideas and thinking

The Company is committed to continual improvement of sustainability performance. This Policy will be communicated to all staff, contractors, and suppliers, and be available for the public.

## 4. RESPONSIBILITIES

The General Manager, People and Culture is responsible for ensuring this policy is implemented and regularly audited.

## 5. APPENDIX

One page policy summary over page.

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Authorised by:   
**Treaven Martinus**  
Managing Director

Dated: 18/01/2021