

Policy	
Sustainability Policy	
Doc No.: MR-SS-001	Version: 1.1



Sustainability Policy

MR-SS-001

Policy	
Sustainability Policy	
Doc No.: MR-SS-001	Version: 1.1



CONTENTS

1.	PURPOSE	3
2.	SCOPE	3
3.	DEFINITIONS	3
4.	ROLES AND RESPONSIBILITIES	3
4.1	General.....	3
4.2	Roles and Responsibilities	3
5.	REFERENCES	3
5.1	General.....	3
5.2	Legislation (if applicable).....	3
5.3	Related Martinus Documents.....	3
6.	POLICY.....	4
6.1	General.....	4
6.2	Policy Statement	4
7.	REVIEW.....	5
8.	APPENDIX.....	5
8.1	One Page Wall Display	5

This document is the property of and contains proprietary information owned by Martinus. No permission is granted to publish, reproduce, transmit or disclose to another party, any information contained in this document, in whole or in part, without prior written permission from the issuing authority.

For the purpose of this document, Martinus refers to the Martinus Group of companies.

Policy	
Sustainability Policy	
Doc No.: MR-SS-001	Version: 1.1

1. PURPOSE

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

2. SCOPE

This Policy applies to all Martinus operations and sites.

3. DEFINITIONS

N/A

4. ROLES AND RESPONSIBILITIES

4.1 General

The General Manager of People and Culture is responsible for ensuring this Policy is followed and audited.

4.2 Roles and Responsibilities

All Employees and subcontractors are expected to work within the guidelines of this policy.

This policy is to be communicated to all relevant engaged subcontractors.

5. REFERENCES

5.1 General

This Policy is governed by the following Standards –

- ISO9001:2015 Quality Management
- ISO45001:2018 Safety Management Systems
- ISO14001:2015 Environmental Management

5.2 Legislation (if applicable)

N/A

5.3 Related Martinus Documents

- MR-QM-001 Quality Manual
- MR-EM-001 Environmental Manual
- MR-WM-003 WHS Manual

Policy	
Sustainability Policy	
Doc No.: MR-SS-001	Version: 1.1

6. POLICY

6.1 General

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

The policy shall stipulate the commitments of Martinus 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 and its contractors.

This policy shall be available to the public.

6.2 Policy Statement

Martinus 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:

- Embed environmental, economic, and social outcomes by establishing robust sustainability objectives and targets that encourage restorative actions and are aligned with Martinus Culture, the United Nations Sustainability Development Goals, and the Australian Sustainable Development Goals.
- Demonstrate corporate social responsibility excellence by operating in a fair, ethical, and philanthropic manner.
- Manage resources efficiently through incorporating energy, water and material saving initiatives into our activities and products.
- Support and enhance social, cultural and community wellbeing by sourcing people, equipment, and products from local suppliers where practicable, and engaging with local indigenous and community groups.
- Report on sustainability performance and be accountable for meeting environmental and social responsibilities.
- Implement sustainable procurement process and work with suppliers who promote sound sustainability practices.

Policy	
Sustainability Policy	
Doc No.: MR-SS-001	Version: 1.1



- Encourage the pioneering of innovation in sustainable design, process or advocacy that seeks continuous improvement to promote new ideas and thinking.
- Engage with clients to understand their expectations and to deliver projects in a sustainable manner.-

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.

7. REVIEW

This Procedure shall be reviewed as per review dates shown on the Document Register (MR-IR-001). Other events that can initiate a review either within or outside this time frame include Legislative changes, outcomes from Safety or Quality incidents and general direction changes in Policy.

8. APPENDIX

8.1 One Page Wall Display

Policy	
Sustainability Policy	
Doc No.: MR-SS-001	Version: 1.1

Sustainability Policy

Martinus 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:

- Embed environmental, economic, and social outcomes by establishing robust sustainability objectives and targets that encourage restorative actions and are aligned with Martinus Culture, the United Nations Sustainability Development Goals, and the Australian Sustainable Development Goals.
- Demonstrate corporate social responsibility excellence by operating in a fair, ethical, and philanthropic manner.
- Manage resources efficiently through incorporating energy, water and material saving initiatives into our activities and products.
- Support and enhance social, cultural and community wellbeing by sourcing people, equipment, and products from local suppliers where practicable, and engaging with local indigenous and community groups.
- Report on sustainability performance and be accountable for meeting environmental and social responsibilities.
- Implement sustainable procurement process and work with suppliers who promote sound sustainability practices.
- Encourage the pioneering of innovation in sustainable design, process or advocacy that seeks continuous improvement to promote new ideas and thinking.
- Engage with clients to understand their expectations and to deliver projects in a sustainable manner.

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.

Authorised by: 
Treaven Martinus
Managing Director

Dated: 1/12/2022