



Environmental and Sustainability Policy

Kleinfelder Australia Pty Ltd is committed to the principles of environmental protection, sustainability, and respect for the communities in which we conduct our activities. We believe that stewardship of these principles is an obligation for our leadership team and every Kleinfelder employee shares equal responsibility.

As an ISO 14001:2015 accredited business, we are committed to continuous improvement and adopting industry leading practice to ensure our environmental management requirements are met by:

- Maintaining and continuously improving our integrated management system to ensure our impact on the environment and communities is minimised.
- Ensuring all employees are trained to uphold their obligations under this policy and under our management systems to achieve our environmental commitments.
- Developing annual environmental and sustainability objectives and targets with a program to achieve them.
- Promoting a culture that encourages all employees, regardless of role, responsibility, or seniority, to recognise, identify and manage risks of environmental harm; and to reduce those risks to as low as reasonably practicable in their decision-making.
- Providing thorough and relevant advice to our clients regarding environmental risks from their operations.
- Being respectful of the cultures and communities our activities take us to.
- Implement Kleinfelder Australia's Reconciliation Action Plan, to aid in strengthening relationships between Aboriginal and Torres Strait Islanders people and non indigenous peoples for the benefit of all Australians.
- Meeting and exceeding our obligations under legal, regulatory, and industry guidance.
- Adopting innovation in our activities that minimises impacts on the environment, climate change, and enables opportunities for continuous improvement in waste minimisation, energy efficiency, prevention of pollution, biodiversity protection, heritage protection, and positive community and stakeholder interactions.
- Promoting our sustainability principles to our clients, peers, and sub-consultants through our leadership and actions.
- Continually monitoring, auditing, reviewing, and reporting on our progress to meet our annual environmental and sustainability performance standards.
- Integrating environmental considerations into business and project strategy and planning.
- Accepting that things can go wrong, but as a business actively learn from our mistakes and encourage a culture of reporting and feedback that is non-judgmental and results in performance improvement.

This Policy has been agreed by the Australian Leadership Team and is current as of June 2026. The policy will be reviewed annually to ensure that it remains relevant to Kleinfelder's operations.

Damien Skinner
General Manager

