

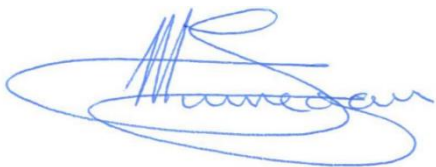
Sustainability Policy

Macmahon is committed to building a sustainable business by delivering strong safety, financial and operational performance, while meeting climate and sustainability obligations, minimising our environmental footprint, making a positive social impact, and applying ethical business and governance practices.

To achieve this objective, we will:

- Reduce our environmental impact by minimising emissions, waste and water use, and improving the efficiency of our operations.
- Manage climate-related risks and opportunities as part of our broader sustainability management framework.
- Protect the safety, health and wellbeing of all our people at all times.
- Respect the cultural heritage, customs and traditions of Indigenous Peoples.
- Support the wellbeing and development of the communities in which we operate through local engagement, employment and partnership opportunities.
- Encourage a diverse and inclusive workforce.
- Protect the human rights of employees, contractors, suppliers and communities through sound supply chain management and responsible contracting.
- Behave ethically and maintain strong governance practices in all the jurisdictions in which we operate.

Our approach to sustainability is overseen by the Board and integrated into our risk management, strategic planning and performance reporting frameworks. Management is responsible for embedding this policy in day-to-day operations and ensuring performance is regularly reviewed and reported. Macmahon's sustainability commitments are underpinned by a focus on long-term value creation for shareholders, employees, business partners and the communities in which we work.



Michael Finnegan
Chief Executive Officer