

At HSEC Services, we respect and appreciate our people, clients and the communities in which we work, and the natural environment. We actively seek to make a positive contribution to the world around us by focusing on the way we work and live. Our values are core to the way we operate and we bring these to life, every day.

The HSEC Services Sustainability framework summarises our key focus areas and highlights some of the ways we'll measure our efforts. Key elements of the framework include:

- **People** – We celebrate diversity. Our People Practices outline that all our people should be treated with both respect and dignity as individuals. Our formal and informal feedback and performance and development programs provide opportunities for all our people to achieve their personal and professional goals.
- **Health, Safety & Wellbeing** – Through our HSE strategy we manage our principal risks and hazards beyond compliance to create a zero harm culture for our people, clients, contractors, vendors, suppliers, other stakeholders and the communities in which we operate. By developing, implementing and continuously improving our world class systems we lead Health, Safety and Wellbeing through genuine Safety Citizenship.
- **Environment** – We seek to act as conscientious stewards of the environments in which we work by implementing office and project-site based actions to reduce their environmental impacts; measuring and reducing our own Carbon Footprint; and providing specialist services to help others do the same.
- **Community** – We will establish and then through the generosity of the HSEC Services Foundation and our people, we will seek to work with communities to improve their conditions in a sustainable way. By giving our time and other resources and partnering with clients and community groups, we provide a hand-up, not a hand-out across the communities within which we work.
- **Governance & Assurance** – As a company working across many jurisdictions, a focus on effective management and compliance is not only legally required, but essential to our efficient and effective operation. Our company-wide management and reporting systems and tools, personnel education programs, auditing and transparency ensure clear visibility and opportunities for action across all these areas.
- **Design & Delivery** – We work closely with our clients to deliver value-adding solutions and manage risk for the projects and programs across the complete project or scope of work lifecycle. We assess sustainability performance and identify opportunities for continual improvement. Never settling for the status quo, we seek to provide solutions that increase the economic, social and environmental outcomes for our clients and the communities in which they operate

## **Responsibility**

Each Country Manager is accountable to the Board of Directors for the implementation of HSEC Service's Sustainability Policy.

Through programs and activities overseen by the Managing Director and other members of the HSEC Services Leadership Team, HSEC Services personnel and contractors are responsible for the application of the Policy. Key measures and outcomes will be reviewed for each of the framework's areas, which will be updated periodically as required.



Keith Griffin  
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HSEC Services  
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