



## IN011 Sustainability and Responsible Sourcing Policy

**Bielby Holdings Pty Ltd** is committed to constructing sustainable infrastructure that meets the social, environmental and economic challenges of a rapidly changing world. We are committed to mitigating negative environmental, social and economic impacts. The strategy we employ benefits our business, our stakeholders, the community, and the planet, and consists of the following overarching themes:

- Monitoring **social** indicators, such as labour conditions and human rights of workers, so as to ensure a socially responsible and ethical workplace.
- Favouring goods and services that have lower **environmental** impacts in the life cycle.
- Facilitating competitiveness and driving supply chain efficiency to achieve greater **value for money**.

In pursuing these overarching themes, we shall continually strive to:

- Implement effective management systems for workplace health and safety, environment, sustainability and quality management;
- Foster a culture where sustainability is a shared responsibility and innovative ideas are encouraged;
- Regular inspections and audits to ensure continual improvement;
- Engage suppliers and sub-contractors who can demonstrate environmental and sustainability credentials;
- Promote fair and ethical employment practices to ensure labour standards are not harmed;
- Support local industry participation and provide workforce development opportunities;
- Create employment and training opportunities, particularly amongst minority groups such as Indigenous Australians;
- Encourage efficiencies to minimise energy and water use;
- Maintain air and water quality by reducing and eliminating harmful emissions;
- Minimise and reduce waste through reusing and recycling practices;
- Support and be responsive to the needs of stakeholders and the local community;
- Improve safety and efficiency of infrastructure construction;
- Minimise disruption to traffic during infrastructure construction;
- Support and enrich the local communities in which we work; and
- Support industry rating schemes to create long term sustainable outcomes for our clients.

We strive for continuous improvement and ensuring that sustainability considerations are integrated into the design and construction of all projects. We are committed to requiring sustainability aspects to be considered in the procurement process.

We are committed to going beyond mitigating negative impacts to restorative actions (i.e. net positive benefits for society and the environment). We aspire to deliver restorative actions during the design and construction phase of the Project that not only minimise negative impacts but also leave a positive legacy for all stakeholders in the local community and beyond.

**Adam Edwards**  
 Managing Director  
 3 May 2023



Created by: Maria Tallant on Wednesday, 03/05/2023  
 Approved by: Adam Edwards on Wednesday, 03/05/2023  
 Published by: Kathy Stevenson on Thursday, 04/05/2023