

SUSTAINABILITY POLICY

Reay Services Group is a pipeline construction, mining services, civil and trenching company that consistently delivers quality services to customers.

This policy recognises Reay Services Group (RSG) commitment to the continual improvement of sustainability within the organisation. RSG is actively building and strengthening a culture of sustainability so that the key principles and elements of sustainability become embedded into our organisation and way of thinking every day.

RSG is striving to ingrain decision-making processes that establish practices across the organisation to protect and enhance the natural environment, promote economic prosperity and support community diversity and cultures today and into the future. RSG acknowledges that the process we use to make decisions, and the ways we consult in that process, are important, as well as the decisions themselves.

RSG will continually act to foster a culture of sustainability and innovatively improve our overall sustainability performance thereby reducing our carbon footprint and minimising the risks associated with climate change.

Reay Services Group specifically endeavors to:

- Practice resource efficiency
- Respond to the risks associated with climate change
- Maintain and enhance the natural environment
- Reduce the organisation's ecological footprint
- Demonstrate leadership in sustainability
- Implement these measures while maximising community expectations and minimising cost impact

Reay Services Group will achieve its goals for sustainability through the following actions:

- By recognising sustainability obligations set out in the National Strategy for Ecologically Sustainable Development (ESD);
- Within the bounds of client requirements give preference to goods and services that have a higher level of product lifecycle;
- Adopt and promote resource and energy efficiency, waste reduction and recycling programs;
- Integrate sustainability principles into existing internal management frameworks to ensure sustainability performance improvement is a core part of RSG's strategic and operational management;

Work in partnership with communities and organisations to protect and enhance the region's areas of environmental significance to maintain the biodiversity and viability of ecosystems and achieve sustainability outcomes;

This policy shall be reviewed on an as required basis and in accordance with QMS-REG-018 – HSEQ Audit Schedule.

Brett Reay
Managing Director

