



Sustainability & Social Responsibility Policy

GHD Group

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1. Introduction

Businesses impact society and the environment and play an important role in supporting sustainability and social responsibility. GHD delivers innovative and responsible business solutions and support sustainable and socially responsible practices that help achieve GHD's Purpose and Vision in alignment with our Values.

Our Purpose: Together with our clients, we create lasting community benefit.

Our Vision: Water, energy & communities made sustainable for generations to come.

Our Values: Safety, Teamwork, Respect, Integrity

2. Purpose

This document articulates GHD's policy in respect of sustainability and social responsibility.

3. Application

This Policy applies to all of GHD unless the Board specifically indicates otherwise or local legislation prevents its application.

4. Guiding principles

The Guiding Principles articulate the specific environmental and social themes GHD will focus on to operationalise its Purpose, Vision and Values to advance sustainable development and respect for human rights as part of a sustainable business.

The themes represent the sustainability issues that arrive at the intersection of our organisation's values and culture; the priorities of our people, local communities and global stakeholders; our technical expertise; and our business strategy.

GHD will promote the following in its operations, supply chain, and philanthropic efforts and GHD will encourage its clients to support these through its project work:

- **Social inclusion:** empower diverse and underrepresented voices and enable equitable access and opportunity for all.
- **Community vitality:** create thriving places, vibrant spaces and resilient structures that balance wellbeing, connectivity and productivity.
- **Generational value creation:** prioritise long-term social, economic and environmental value over short-term gains, for lasting community benefit.
- **Indigenous Peoples:** respect, promote and honour Indigenous Peoples and their rights, cultural heritage and knowledge.
- **Decarbonisation:** accelerate the transition to a low-carbon future, including a reduced reliance on fossil fuels, in line with [pathways to limiting global warming to 1.5° C](#).
- **Environmental stewardship:** protect and enhance natural values in line with [planetary boundaries](#) and the ability of future generations to meet their needs.
- **Technical and scientific integrity:** apply and promote technical endeavour in understanding, managing and mitigating our impacts on people and planet.

5. Policy commitments

5.1 United Nations Global Compact

GHD is a signatory to the [United Nations \(UN\) Global Compact](#) which it joined in 2010. The UN Global Compact supports companies to do business responsibly by providing [10 Principles on human rights, labour, environment and anti-corruption](#) to guide corporate policies.

5.2 Sustainable Development Goals

Launched in September 2015, the UN Sustainable Development Goals (SDGs) consist of 17 ambitious goals dedicated to improving the wellbeing of present and future generations. The SDGs aim to tackle the world's most pressing challenges through the promotion of sustainable development through to 2030.

The SDGs guide GHD in identifying, communicating and continually improving our contributions to sustainable development through those that we can directly impact through its operations, supply chain and client projects.



5.3 Human rights

GHD is guided and sustained by our Core Values of Safety, Teamwork, Respect and Integrity - a set of core principles that unite our people and serve as a compass for how business is conducted and provide a common value set that the fundamental rights and dignity of all people must be respected. While it is the duty of governments to protect the rights of their citizens, it is recognised that businesses also have a critical role to play. GHD is committed to respecting human rights in its operations and complying with the laws of the countries in which it does business.

GHD respects and supports human rights in alignment with the [UN Universal Declaration of Human Rights](#), the [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#) and the principles of the UN Global Compact, as set out in our [Human Rights Statement](#).

GHD also recognises the [UN Declaration on the Rights of Indigenous Peoples](#). GHD has prepared an [Indigenous Peoples' Rights Statement](#) to elaborate on implementation of the UN Declaration within GHD.

Through its services GHD believes it has an opportunity to positively impact the protection of human rights within its sphere of influence. To this end, GHD encourages and supports its clients and other business partners in their efforts to act in accordance with internationally recognised human rights standards.

5.4 Child protection

GHD aims to protect children associated with all GHD projects by:

- Upholding the principles articulated in the [United Nations \(UN\) Convention on the Rights of the Child](#) and the [Optional Protocols to the Convention on the Rights of the Child](#).
- Complying with the principles of the Australian Department of Foreign Affairs and Trade (DFAT) Child Protection Policy 2018 and associated guidance notes.
- Being proactive in developing a culture within GHD that respects the rights of children everywhere and promotes a zero-tolerance approach to child abuse and child pornography.
- Expecting all personnel to maintain high standards of behaviour in their interaction with children

All projects will be undertaken in accordance with GHD's [Child Protection Standard](#).

5.5 Modern slavery

GHD is committed to work towards eradicating the many forms of Modern Slavery that exist. GHD will:

- Align with the UN Global Compact.
- Comply with all relevant local and national laws and regulations in respect of Modern Slavery, employment practices, benefits, health and safety and anti-discrimination. Where national law and international standards differ, we expect them to follow the higher standard.
- Not use any form of child, forced, bonded or prison labour.
- Respect workers' rights, in particular the right to form or join trade unions and to safe and healthy working conditions.

Details of GHD's implementation of its policy in respect of modern slavery are contained in the [Modern Slavery Standard](#).

5.6 Climate change and decarbonisation

Climate change represents an urgent and potentially irreversible threat to human societies and the planet. GHD is committed to taking action to reduce our Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions as part of its contribution to curb temperature rise to avoid the catastrophic impacts of climate change.

Carbon neutrality

GHD has set carbon neutral goals for Scope 1, Scope 2 and Scope 3 emissions by 2025. This will be done by:

- Demonstrating leadership in science-based action and reducing its carbon footprint
- Collaborating and equipping our people with knowledge and training to empower them to positively contribute
- Initiating actions to actively reduce the carbon footprint of its operations
- Reporting transparently on its progress
- Sequestering remaining GHG emissions through verified voluntary offsets

Science-Based Targets initiative

GHD has also committed to the Science-Based Targets initiative (SBTi). As part of that commitment, GHD will:

- Set near- and long-term net-zero targets in line with climate science for Scope 1, Scope 2 and Scope 3 emissions
- Report enterprise-wide emissions and track target progress annually

Guided by its [Project Selection Standard](#), GHD also supports its clients and communities in the transition to a low-carbon future through a reduced reliance on fossil fuels.

5.7 Sustainable procurement

GHD is developing and will implement a Sustainable Procurement framework for GHD's purchasing activities for our operations and client projects. Through this framework, GHD will endeavour to create positive environmental, social, and economic impacts while maintaining open, fair, and transparent procurement practices.

GHD seeks to align with vendors with proven operations and supply chain sustainability management that increases social and environmental performance. All GHD vendors (including their employees, subsidiaries, subcontractors, and supply chains) are required to meet the GHD [Vendor Code of Conduct](#).

GHD will engage, educate and collaborate with our employees, clients, and vendors to improve sustainable business practices in alignment with our Sustainability and Social Responsibility Policy. GHD will communicate requirements, promoting intentional purchasing decisions to endeavour to safely deliver goods and services that positively impact society and the environment.

6. Governance

GHD is committed to its values and policies. This is reflected in the way GHD manages its business and interacts with its clients and its people.

GHD understands its risk appetite and manages its business to maximise opportunities by identifying and managing material risks to an acceptable level in accordance with a risk management framework.

The following GHD policies and related systems support the implementation of this Policy:

- [Health, safety & environment policy](#)
- [Winning and delivering projects policy](#)
- [Integrity policy](#)
- [People policy](#)

7. Reporting

GHD reports annually on its performance relating to the key pillars detailed within this Sustainability and Social Responsibility Policy. The Sustainability Report is released in conjunction with the Annual Review which is published late in the calendar year.

Additional reporting shall include:

- Annual UN Global Compact Communication on Progress
- Annual Modern Slavery Statement, prepared in accordance with, and in response to, legislative requirements in the jurisdictions where we operate

8. Subordinate documents

The following subordinate documents support the Sustainability and Social Responsibility Policy and are subject to approval as noted in Table 1:

Table 1 Subordinate documents

Document	Approval authority
Project Selection Standard	Board
Child Protection Standard	ELT
Modern Slavery Standard	Board
Vendor Code of Conduct	ELT
Human Rights Statement	Board
Indigenous Peoples' Rights Statement	Board



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