



Sustainability Policy

Fulton Hogan Group Policy June 2026

Doing the right thing now and into the future

Our approach to sustainability is simple and it is anchored by putting our purpose of creating, connecting, and caring for communities at the heart of everything we do. To deliver good work for our customers, we must also play our part in addressing global environmental challenges and enhancing social outcomes, all the while ensuring a long-term profitable and ethically-operated business.

We will:

Environment | *Be responsible stewards of our natural environment.*

- Optimise the consumption of materials, energy and water and pursue circular outcomes
- Engineer out and reduce carbon emissions
- Prevent pollution and leave a positive legacy
- Explore environmental initiatives to support healthy ecosystems

Social | *Connect, enable, and positively influence our people and communities.*

- Put the safety and wellbeing of our people at the heart of everything we do
- Foster a supportive, equitable, and inclusive workplace for present and future employees
- Work in partnership to invest in, strengthen, and build resilient communities to achieve positive and lasting outcomes
- Actively and respectfully engage with the Māori and First Nations people of Australia to support social and economic equality through employment, procurement and cultural awareness

Business | *Be a successful, profitable, and enduring business.*

- Uphold the application of ethical values and business behaviours
- Leverage digital technologies to enable sustainable growth and enhance efficiency
- Support sustainable development through the introduction of new ideas that have a positive social, environmental or business outcome
- Foster collaboration with our partners and industry

Graeme Johnson
Group CEO