Environmental Management Policy

Introduction
The CGL Environmental Management Policy applies to all CGL work related activities undertaken at regional offices and on transient work sites.

Policy Implementation
CGL's commitment to this Policy is considered as fundamental to its business success and this Policy must be implemented by all CGL operations and businesses nationwide. The company has systems of training, monitoring, and accountability in place to ensure adherence to this Policy.
This Policy applies to:

- All CGL directors, officers, and employees
- All CGL operations, including all legal entities and business area units, and to CGL joint ventures over which CGL is able to exercise control over policies and procedures; and
- Any other person or entity to the extent that they act on behalf of the CGL in any way, including consultants, contractors, suppliers, agents, or intermediaries
- All Company projects, offices, facilities, asset and concession companies and projects where the SHEQ Management Systems have been adopted

CGL recognises the importance of environmental protection and is committed to operating its business responsibly and in compliance with all statutory, legal and client obligations relating to our premises and operational activities.

We are committed to protecting the environment, including preventing pollution and considering the impacts of, and adaptation to climate change in our operations and decision-making.

It is CGL policy to cooperate with and maintain appropriate working relationships with all regulatory bodies.

By signing this Environmental Management Policy, the Managing Director gives approval to the environmental management system, supporting assessments and procedures.

Environmental Objectives and Principles
The objectives and principles of the Environmental Management Policy are:

- To establish and maintain Environmental Management systems which satisfy the requirements of ISO 14001:2015, all applicable statutory and regulatory requirements, industry best practice and any other client specific requirements
- To assess and regularly review the environmental aspects and impacts of the organisation's activities
- To provide information and training for employees in environmental issues
- Implementing measures to:
    - Minimise the production of waste
    - Minimise material wastage
    - Minimise the business generation of CO_2
- Promotion and use of recyclable and renewable materials where practicable
- Prevention of pollution in all forms wherever possible
- Control of nuisance noise and vibration emissions from work related activities
- To take reasonable measures to reduce our carbon footprint
- To minimise environmental impacts from operations and activities undertaken by the organisation
- To ensure environmental objectives are set, monitored, and reviewed at regular intervals

Responsibility
The Managing Director has the overall responsibility for the Environmental Management Policy, the environmental management system and encouraging commitment by personnel at all levels of the company.

Management representatives identified within the environmental procedures are responsible for the formulation, development, co-ordination, implementation, and monitoring of the policy throughout the organisation.

Senior management are expected to demonstrate leadership and commitment to the environmental management system by:

- Taking accountability for the effectiveness of the environmental management system
- Ensuring that the Environmental Policy and environmental objectives are established and are compatible with the strategic direction and the context of the organisation
- Ensuring the integration of environmental management system requirements into the organisation's business processes
- Ensuring that the resources needed for effective environmental management are available
- Communicating the importance of effective environmental management and of conforming to the environmental management system requirements
- Ensuring that the environmental management system achieves its intended outcomes
- Directing and supporting persons to contribute to the effectiveness of the environmental management system
- Promotion of continuous improvement
- Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility

All employees, contractors, and visitors are responsible for the success of the policy implementation by being aware of their responsibilities to ensure effective environmental management and compliance with legal and other relevant environmental regulations and requirements.

Communication and Review
The Environmental Management Policy is communicated to all employees, contractors and visitors. A copy is displayed on employee notice boards at each regional office, published on the internal company SharePoint and made available in the company's HR management systems.
All employees are required to be aware of the content and communicate any queries to their line manager. Copies shall be made available to interested parties on request and a copy is published on the company website.

This Environmental Management Policy is evaluated as part of the overall annual review of the environmental management system to ensure its stated objectives are met.

Authorised by:



David Buckley
Managing Director
1st November 2026