



## SUSTAINABILITY POLICY

Policy Particulars			
Policy number	BS01	Version	1
Drafted by	General Manager Corporate Governance	Approved on	29 April 2020
Responsible person	General Manager Corporate Governance	Scheduled review date	April 2022

### INTRODUCTION

Sustainability is about ensuring our business is managed to take account of social, environmental and economic risks and opportunities.

Corporate sustainability is an approach aiming to create long-term stakeholder value through the implementation of a business strategy that focuses on the ethical, social, environmental, cultural, and economic dimensions of doing business. By taking these factors into consideration across all areas of our business, we can create and preserve value for customers, shareholders, our people, the environment and the communities in which we operate.

### PURPOSE

This policy expresses CVGT's commitment to supporting the creation of a sustainable future by embedding sustainability principles and practices throughout the organisation's corporate and operational activities.

This policy applies to all directors, officers and employees of CVGT.

### POLICY

CVGT is committed to supporting the creation of a sustainable future through operational activities, corporate accountability, transparency, sustainable consumption, ethical practices and use of resources.

### SUSTAINABILITY PRINCIPLES

CVGT's Sustainability Principles include:

#### Commitment

- CVGT will make sustainability an organisational priority.
- Sustainability considerations will be embedded in decision-making at all levels of the organisation, including strategic and operational planning and processes.

#### Implementation

- CVGT will provide opportunities and support to further develop and innovate sustainably.
- Legislative and regulatory requirements for sustainability will be met and exceeded where possible.
- CVGT will plan and take action to support diversity and will work to support the health and well-being of all CVGT employees.
- CVGT will promote and foster an ethos and awareness of sustainability through the provision of education and/or training to all employees.



### Improvement

- Environmental Sustainable Design (ESD) principles will be incorporated in the planning and development of new and existing buildings.
- Biodiversity will be protected and, where possible, enhanced.
- CVGT will strive to minimise the consumption of energy, water and other resources (both natural and manufactured) and will work to manage its carbon footprint.
- The reuse and recycling of resources will be promoted and encouraged and waste will be managed responsibly.

### Monitoring

- CVGT will establish measurable targets and goals for the implementation of sustainable practices and establish regular and consistent reporting against progress.
- CVGT will communicate relevant sustainability information, and report on sustainability performance, to the Board, employees, partners and the wider community.

## AUTHORISATION

A handwritten signature in black ink, appearing to read 'David Richardson', is positioned above the printed name.

David Richardson  
Chair, Board of Directors  
CVGT Australia Limited  
29 April 2020

## RELATED DOCUMENTS

### DEFINITIONS

- **Employee** means staff, volunteers, agents and contractors (including temporary contractors) of CVGT.
- **Organisational sustainability** is defined as an organisation's ability to achieve its goals and increase long-term stakeholder value by integrating economic, environmental and social opportunities into its strategies.

## DOCUMENT CONTROL

Version	Latest Review Date	Revision Date	Summary of Changes
1	29 April 2020	April 2022	Approved and adopted by the Board