

ESG Policy

Purpose

This ESG Policy formalises Cordek's commitment to responsible business practices in the areas of:

- Environmental Stewardship
- Social Responsibility
- Governance and Ethics

Strategy

By embedding ESG into our operations and investment decisions we will drive positive social and environmental change across our operations, our supply chain and contractors working with our products.

We will also create value for our business by driving innovation, expanding our value proposition, deepening relationships with our stakeholders and attracting and retaining top talent.

Responsibility and Implementation

The board of directors has direct responsibility for Cordek's ESG programme. Our ESG goals are established by senior management in conjunction with the directors and progress against the goals is reviewed at each board meeting.

Cordek's ESG Policy establishes our commitment to:

Environmental Stewardship

- Seek opportunities to reduce our impact on the environment, including reducing our energy, carbon, water and waste footprint in our operations, supply chain and the use of our products on construction sites
- Establish processes that promote a preference for environmentally sustainable products
- Use an Integrated Quality and Environmental Management System that is implemented, maintained and continually improved in accordance with ISO 9001:2015 (Quality) and ISO 14001:2015 (Environmental) standards

Social Responsibility

- Engage with our employees to provide a challenging, dynamic, inclusive, and diverse work environment that supports their professional development as well as promoting a good work-life balance that prioritises their overall health and wellness
- Offer equal opportunity to all in employment, training, development, and advancement
- Engage suppliers, customers and employees around safety, health and wellness
- Contribute locally to initiatives that help establish, strengthen, support, and protect community relations

- Preserve and promote the protection of human rights and welfare within our own business activities, as well as those of our supply chain

Governance and Ethics

- Maintain strong corporate governance practices through exemplary board stewardship, management accountability and proactive risk management
- Maintain high ethical standards through executive leadership that promotes a culture of integrity
- Cultivate strong stakeholder relationships through transparency, open communications and responding to stakeholder input
- Establish clear and effective governance for ESG, set goals and establish accountability

For more information about Cordek's ESG programme please email: ESG@cordek.com