

## BRIDGEMAN SUSTAINABILITY POLICY

Bridgeman is an Indigenous owned, operated and Supply Nation certified company. We have been delivering end-to-end solutions in Queensland and across Australia for more than 25 years. Our company operates across the primary areas of metal manufacturing and construction solutions.

### Purpose

This policy will provide guidelines to assist Bridgeman in caring for the environment and promoting and contributing to a sustainable future.

### Scope

All staff and other stakeholders are expected to comply with this policy.

### Commitment

Sustainability is integral to our business strategy and our long-term success. We are committed to responsible growth that strives to deliver positive outcomes for our clients, building managers and the communities in which we operate.

We aim to be Australia's integrated property facilities services solutions leader in sustainability, balancing social, environmental and governance needs with corporate objectives.

### Policy Statement

Bridgeman is committed to improving the sustainability performance of the organisation through promoting a culture of sustainability, managing our operations in a manner that minimises our environmental and social impacts.

Bridgeman will meet this commitment by:

- Ensuring sustainability is reflected in strategic documents.
- Providing training and support for staff to adopt sustainability principles and practices to achieve sustainable behaviour change in the workplace.
- Partnering with the community to respond to the regional needs for a sustainable future and provide leadership in our region.
- Maintaining effective governance framework to deliver responsible and sustainable growth.

### Management

Managers and supervisors have overall responsibility for sustainability and are accountable for the sustainable performance and the effective implementation of sustainable systems in their works areas and work activities.

Our objectives are;

- Respond to climate change by reducing emissions and adapting to the effects of climate change.
- Working with clients and building manager to assist in the sustainable systems of their work premise.
- Work proactively to manage environmental impacts and protect the environmental and heritage values of the local area.
- Invest in community programs that ensure surrounding communities benefit from Bridgeman activities.
- Protect the people working in our supply chain against any form of slavery by implementing responsible sourcing practices.
- Respect human rights and ensure a fair and inclusive work environment.
- Be an employer of choice to attract, develop, retain, and engage our people.
- Practice and promote ethical operations, accountability, and transparency.
- Implement sustainable business practices where possible including,
  - Energy use efficiency
  - Use of renewable energy or green energy
  - Water use efficiency
  - Waste management
  - Recycling
  - Sustainable procurement
  - Carbon footprint

### Review

Our Sustainability Policy will be reviewed every two years and updated as required. Any amendments to this policy must be approved by the CEO.

Yours sincerely,



Adam Sarota  
Managing Director

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