



## Sustainability Policy

FCS Facility Services (“FCS”) sustainability policy is aligned with the Code of Conduct and the Occupational Health, Safety & Environment Committee Charter.

This policy forms part of FCS’s approach to delivering the company’s Environmental, Social and Governance (ESG) agenda. The policy is provided to assist employees, suppliers and contractors to understand their responsibility to help deliver continuous improvements in FCS’s ESG and sustainability performance, and to provide information to other stakeholders as relevant.



## Definition of Sustainability

FCS takes a broad and long-term view of sustainability through informed and balanced decision making processes, considering Environmental, Social and Governance (ESG) aspects. This ranges from setting business strategies to delivering its daily work activities. Being sustainable influences how FCS:

- Designs and delivers products and services;
- Employs people;
- Purchases goods and services;
- Engages with local communities; and
- Manages the environment

## Goals

FCS's goal is to embed sustainable work practices, to enhance shareholder returns, deliver business outcomes for clients, provide a safe work place for staff and foster enduring relationships with suppliers and local communities.

Increase the energy and water efficiency of our operations, products and services;

Reduce greenhouse gas emissions, waste to landfill and maximise opportunities for reuse and recycling;

Implement management systems to prevent air, land and water pollution;

Work with employees, clients and suppliers to increase awareness of our collective environmental and social impacts – and work together on solutions;

Encourage diversity and social inclusion, particularly as part of the company's employment and contracting practices;

FCS will continuously improve its sustainability performance and undertakes to:

- Comply with legal obligations;
- Meet or exceed relevant industry standards;
- Establish objectives and review targets to achieve continual improvement

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