

SUSTAINABILITY POLICY

This policy encompasses all BMD Group subsidiaries including BMD Constructions, BMD Urban, Empower, JMac Constructions and Urbex. For ease of reference, the term 'BMD' is used throughout this policy to reference the BMD Group and its subsidiaries. This policy also applies to projects involving BMD being carried-out under a joint venture arrangement where no other policy of this type exists.

This policy applies to all workers, subcontractors, and visitors to BMD sites. It is the responsibility of these parties to understand and apply the required statutory obligations, business policies, procedures and associated documentation as it applies to their scope of work.

BMD is committed to maintaining our position and reputation as a leader in our industry. This is based on our commitment to applying the principles of sustainability in the decision-making process and activities that BMD engages in across multiple jurisdictions. To achieve this commitment, BMD is addressing these principles in ways that include, but are not limited to:

Growth and economic benefit

- Decisions balanced between short and long term will be based on economic, environmental and community needs and considerations.
- Aiming to grow the business for increased benefit to the community via engineering solutions.

Environment and efficient resource use

- Implementing best practice environmental management to minimise environmental harm.
- Efficient use of resources (energy, materials, water) when conducting its operations.
- Consider the life cycle of its products and services.

Labour practices

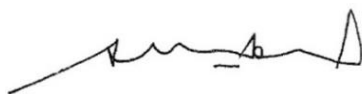
- Protection of human rights through ensuring equal opportunity employment for all and fair labour practices.

Community respect and protection

- Increasing community respect and wellbeing by demonstrated best practices in environmental management.
- Providing the opportunity for public involvement and consultation, as appropriate, in all communities in which we operate.

BMD also commits to encouraging other stakeholders, including suppliers and subcontractors, to embrace sustainability as part of their business activities.

To underpin sustainability across BMD, we currently hold a number of industry recognised, multi-site certifications for environmental management systems, as part of our Business Management System. BMD is committed to continual improvement through the implementation of these systems and certifications. Through the leadership of our senior management, BMD strives to implement industry best practice across all operations.



Scott Power
Group Director – Chief Executive Officer



Mick Power, AM
Group Board Chairman