

SUSTAINABILITY

COMMITMENTS AND APPROACH



POWERING FUTURES,
CREATING LEGACIES.



ABOUT US

BMD IS AUSTRALIA'S LEADING INTEGRATED ENGINEERING, CONSTRUCTION AND URBAN DEVELOPMENT BUSINESS. WE POWER FUTURES AND CREATE LEGACIES.

Over a 46-year history, the BMD Group has grown to become a \$2 billion operation, now sharing our expertise internationally in the Philippines and the UK.

The BMD Group proudly operates five companies in our unique vertical integration business model, including BMD Constructions, BMD Urban, Empower, JMac and Urbex.

Paving the way in our approach to collaboration, BMD delivers innovative and comprehensive solutions across civil construction, engineering design, residential and industrial land development, project management consultancy, landscape construction and maintenance, and building construction.

Our integrated delivery model offers our clients driven teams who deliver value for money and innovative engineering solutions through collaboration.

By drawing on the skills and capability of the BMD business to approach projects as a single unit, margin on margin costs are reduced, local resources are leveraged, and program delays are met with constructible solutions, delivering certainty for an expedited delivery and a high-quality finish.

The BMD Group continues to grow to deliver a record pipeline of work, with an employee base of more than 2,600 people.



PURPOSE AND VALUES

**POWERING FUTURES AND CREATING
ENDURING LEGACIES THROUGH A
COMMITMENT TO COLLABORATION.**

BMD is a purpose and values driven business. Our values are more than just words to us. We live and breathe them, they are who we are, and they're at the core of how we do business every day.



THE VALUES THAT GUIDE US

WE ARE FAMILY

Our future is powered by the same family values we were founded on. We value each other, we work as a team, and we build everything from strong relationships and respect.

WE ARE DRIVEN

Hard work will triumph as we persist through obstacles and seek continuous improvement. We celebrate effort as much as achievement because it's the effort that propels performance.

WE ARE EMPOWERED

We empower our people to take initiative through a supportive environment. Everyone has the opportunity to achieve their potential.

WE ARE COLLABORATIVE

Together, we solve challenges and build lasting, trusted relationships with clients, suppliers and partners to achieve shared success and long-term impact.

SUSTAINABILITY AT BMD

At BMD, sustainability encompasses a holistic approach that considers our impact on people, the planet and the communities we serve.

For more than 46 years, caring for our people, communities and environment has been at the heart of who we are. We prioritise the safety and wellbeing of our workforce, drive environmental excellence through innovation, and support sports teams, surf clubs and local charities. Together, these efforts have built a unique legacy of stronger, more resilient communities.

Across our projects and operations, we are committed to safeguarding and improving the environments in which we work. We continue to optimise our environmental performance through rigorous compliance, strong leadership and ongoing investment in industry-leading trials. These initiatives include exploring cleaner fuel sources and advancing circular economy outcomes through better waste management practices.

Our approach to sustainability also extends to business performance. By driving growth and diversification, upholding ethical and compliant practices, and embracing technology, we ensure positive outcomes for our clients, partners and communities, now and into the future.





SOCIAL ACHIEVEMENTS

We continue to invest in the wellbeing of our people, while building a more diverse, inclusive and balanced workforce. We're continually improving safety for our people and the communities around us.

Our commitment extends beyond our projects, with more than \$1.5 million invested each year in community sponsorships and partnerships. Through this support, we help power local teams, clubs and events that reflect our values and promote the growth and profile of our industry.



\$224M

Indigenous procurement
spend from 2017-2025

\$1.1M

spent with Social
Traders Australia certified
suppliers in FY25

3.16%

Indigenous employment
in FY25

\$760K

spent with Veterans in
Construction in FY25

\$1.5M+

annual investment in
community partnerships



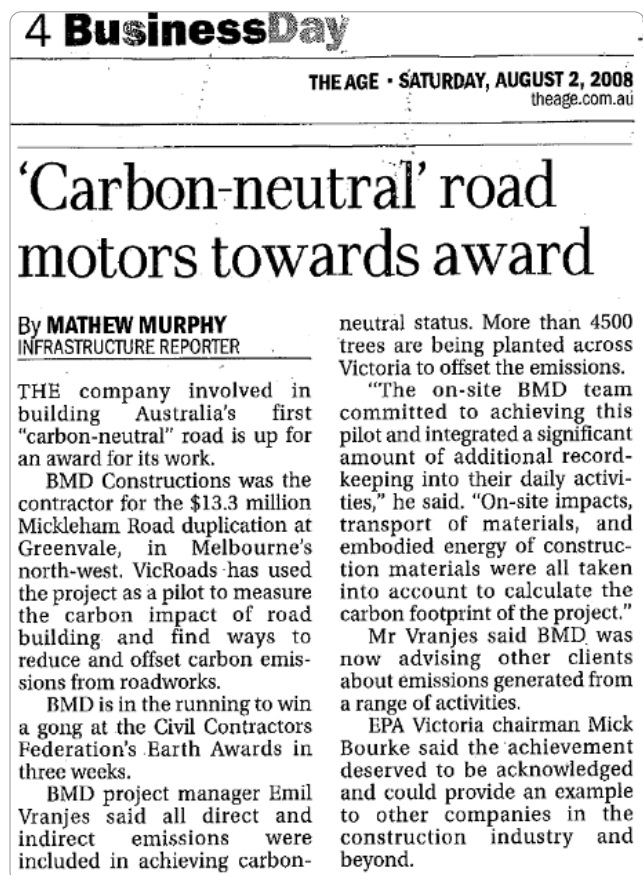
LEVERAGING OUR PURPOSE AND VALUES

OUR FOUNDATIONS

We believe the foundation for success is reliant on collaborative and mutually beneficial relationships. The BMD impact seeks to create lasting legacies, progressing futures for generations to come.

Our commitment to working collaboratively with clients, partners and industry associations has supported the development of our environmental leadership and emerging sustainability program.

From delivering Australian-first 'carbon neutral' projects, to collaborating with partners to identify innovative solutions, BMD has developed a strong track record of environment and sustainability achievements.



2008: In 2008 the Mickleham Road duplication pioneered measuring on site impacts including the transportation of materials, embodied energy of materials to calculate the carbon footprint of the project and planted 4,500 trees to offset emissions.

MATURING OUR SUSTAINABILITY COMMITMENTS

OUR CORPORATE APPROACH

BMD recognises the need for transformation across the infrastructure sector, with a clear focus on reducing emissions and building a more sustainable future.

Our progress to date includes long-standing partnerships with the Infrastructure Sustainability Council and more than a decade of reporting under the National Greenhouse and Energy Reporting (NGER) Scheme. Most recently, we have completed our first double materiality assessment, along with a gap analysis and readiness review for upcoming Australian Sustainability Reporting Standards (ASRS) reporting requirements.

Looking ahead, BMD is committed to working with our partners and the wider industry to achieve net zero targets, supporting industry-backed goals for 2030 and reaching net zero emissions by 2050.



BUILDING OUR SUSTAINABILITY FOCUS

OUR SUSTAINABILITY JOURNEY



Our commitment to sustainability is evident through various initiatives and strategic plans aimed at prioritising our people and communities, reducing our carbon footprint, promoting environmental stewardship and building compliance.



Established an Economic, Environment, Sustainability and Governance (EESG) Committee	Committed \$100,000 to the BMD Community Assistance Program in 2024 and 2025
Appointed Victorian Sustainability Lead, Martin Holliday	Initiated the development and refinement of our Corporate Sustainability Strategy
Appointed our first Social Procurement and Inclusion Manager, Nicholas Newby	Established ESG as a key strategic objective for the business
Developed and submitted our Stretch Reconciliation Action Plan to Reconciliation Australia	Released our commitment to sustainability
Participated in VIDA Roads/NAWIC Gender Equity Workshops	Established Inclusion Working Groups across all BMD regions within Australia
Committed \$100,000 to the BMD Community Assistance Program	Supported the launch of UNIQ You into Northern Territory
Established an Athlete Employment Program, providing opportunities for women athletes to pursue their sporting career and a career off-field through flexible work	Partnered with TradeMutt and TIACS
	Invested \$3.2 million with Social Traders certified social enterprises
	Launch a paid workplace learning program, BMD Ready

2023

2024

2025

ESTABLISHING INTERNAL GOVERNANCE

BMD SUSTAINABILITY (EESG) COMMITTEE



In 2023, BMD enhanced our focus on sustainability through the establishment of an Economic, Environmental, Social and Governance (EESG) Committee.

The purpose of the Committee is to define and activate our approach to sustainability management and reporting, marking a significant step in our ESG journey. The launch of the committee highlights the ongoing maturity of the Group as we grow, diversify, and expand into new markets in Australia and internationally.

Made up of executives from across the Group, the Committee advises the BMD Group Board on sustainability and EESG matters, risks, opportunities and trends. The Committee works to ensure that BMD's sustainability efforts align with domestic and international legislative requirements. It also supports BMD's commitment to a high-performing, purpose-driven workforce and an inclusive culture.

SCOTT POWER

Group Director,
Chief Executive Officer

KATIE O'MALLEY

General Manager - Corporate Affairs

CRAIG SMITH

Chief Risk Officer

DAVID HARLEY

General Counsel

JAI MASSADI

Group Environmental Manager

DAN CAHILL

Group Sustainability Manager

COLIN MITCHELL

National General Manager - Strategy

STEVE THOMAS

General Manager – Human Resources and
Industrial Relations

DARREN SCHKURAT

Business Systems Lead

SIMONE GOODING

General Manager – Corporate Finance

**SUSTAINABILITY (EESG)
COMMITTEE MEMBERS**



PREPARING FOR REPORTING REQUIREMENTS

DOUBLE MATERIALITY ASSESSMENT

The BMD Group, as a Group 1 entity, is subject to specific reporting requirements under the Australian Sustainability Reporting Standards (ASRS) and the Australian Accounting Standards Board (AASB) S2.

These standards mandate comprehensive climate-related financial disclosures, which are intertwined with traditional financial statements.

Preparations are underway for BMD's first reporting year which will commence on 30 June 2025 and end on 30 June 2026.

In 2023, BMD commenced a double materiality assessment taking guidance from GRI 3 - Material Topics. Against these materiality topics, a gap analysis was facilitated against GRI standards, with outcomes informing the prioritisation of business readiness and improvement initiatives.

A summary roadmap report identified eight enablers and 41 actions which are being actioned by the BMD Sustainability (EESG) Committee across four key workstreams:

- Data management
- Governance
- Reporting readiness
- Communication

BMD'S DOUBLE MATERIALITY ASSESSMENT HIGHLIGHTED:

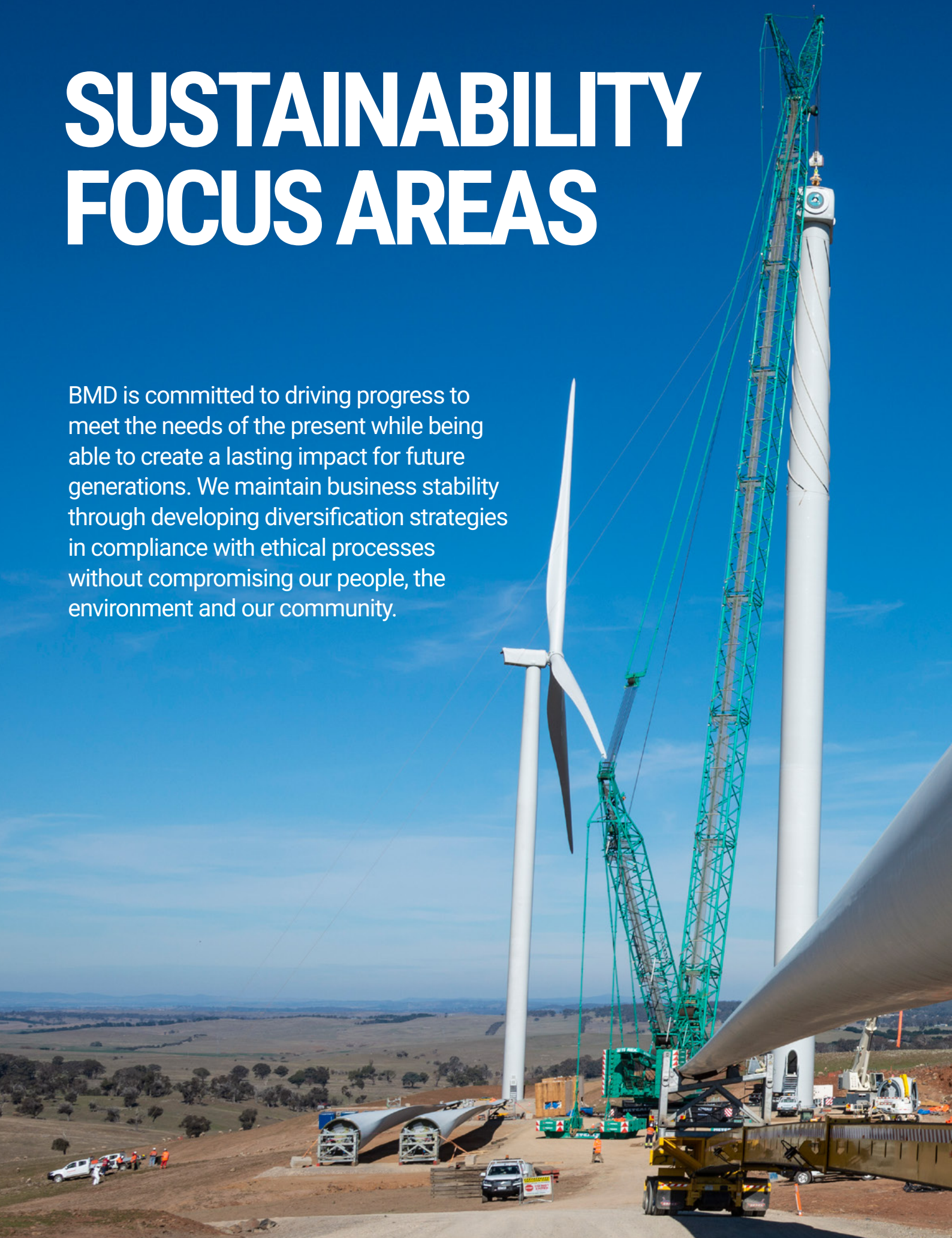
The diversity of our responsibilities, operations and our stakeholders.

Strong alignment with social impact principles which is reflective of BMD's long-standing commitment to people, communities and legacies.



SUSTAINABILITY FOCUS AREAS

BMD is committed to driving progress to meet the needs of the present while being able to create a lasting impact for future generations. We maintain business stability through developing diversification strategies in compliance with ethical processes without compromising our people, the environment and our community.





ENVIRONMENT

We support innovations and technologies that reduce our carbon emissions, improve waste and circular economy processes and protect biodiversity while mitigating ecological impacts.



SOCIAL

We prioritise our workforce through investing in wellbeing programs, improving health and safety practices and ensuring diversity and inclusion within our business.

We are committed to creating career pathways and economic opportunities for our people that transcends our clients, the community and Indigenous partnerships.



GOVERNANCE

We ensure data security in our processes and systems to maintain ethical and compliant business and supply chain.



ECONOMIC

We prioritise commercial principles to ensure positive economic outcomes for our business operations, partners and communities.



ENHANCING OUR ENVIRONMENT

CARBON EMISSION REDUCTION

BMD is committed to managing climate change risks and limiting our emissions by exploring carbon emissions reduction opportunities through our entire supply chain.

BMD has finalised and launched our Decarbonisation Ambitions and supporting 2032 Emissions Guidance, formalising our strategy for decarbonisation. The Decarbonisation Ambitions outline how we are working towards reducing our Scope 1 and Scope 2 greenhouse gas (GHG) emissions in Australia by 20% by 2032, relative to 2024 levels.

Our approach focuses on embedding best practice technologies and solutions into project delivery, while working closely with clients and supply chain partners to reduce emissions through procurement and construction activities.

STRATEGIC PROCUREMENT OF RENEWABLE ENERGY

100% of our electricity consumption will be supplied by 'green power' contracts that include purchase of equivalent amount of renewable energy certificates.



TRANSITIONING TO HYBRID OR ELECTRIC VEHICLES

We will expand our hybrid and electrical vehicle options and enhance operational efficiencies to reduce light vehicle emissions from business travel by 50% compared to 2024 levels.



UTILISATION OF SOLAR, SOLAR HYBRID, AND BATTERY ENERGY STORAGE SYSTEMS

Where connection to the electricity grid is not available, we will invest in solar, solar hybrid, and battery energy storage systems to provide site power requirements.



REDUCING EMBODIED CARBON

Reducing embodied carbon in buildings and infrastructure is a critical challenge, as it currently accounts for 11% of global emissions. Strategies to tackle this include using low-embodied-carbon materials and implementing design strategies that prioritise carbon reduction.

Life-cycle assessments (LCAs) have been a key tool in measuring reductions in embodied carbon on many projects. BMD has undertaken several for both IS rated and Green Star projects.

BMD has also been recognised for our efforts in reducing embodied carbon on projects, specifically in concrete, precast concrete and steel elements as well as in design optimisation.

INFRASTRUCTURE SUSTAINABILITY COUNCIL

The BMD Group is actively engaged in sustainability initiatives and collaborates with industry partners to share knowledge, drive innovation, and implement best practices that minimise environmental impact.

We are a proud member of the Infrastructure Sustainability Council (ISC) and several BMD projects are working to achieve an Infrastructure Sustainability (IS) rating.

BMD has also been involved in ISC initiatives such as the IS Essentials training toolkit and Rise Leadership Mentorship programs.



POWERED BY **BMD**

CURRENT DECARBONISATION INITIATIVES INCLUDE

- Investigating hybrid light commercial ute options coming into Australia
- Promoting electric vehicle leasing solutions to employees
- Working with clients on suitable project sites to incorporate electric vehicles and charging stations
- Utilising solar sheds, lighting towers, hybrid and full solar generators on project sites
- Trialling eco-friendly telehandlers on site with batteries recharged using solar panels
- Partnering with Viva Energy Australia to power a trial with hydrotreated vegetable oil - a more sustainable alternative to diesel

CLIMATE RISKS AND OPPORTUNITIES

BMD takes a proactive and strategic approach to managing climate-related risks and opportunities. This includes identifying key climate factors that could influence our operations and financial performance.

As part of our forward-looking strategy, BMD is currently undertaking scenario analysis and climate resilience planning to ensure long-term adaptability and sustainability.

Climate-related risks:

Physical risks: These include the increasing frequency and severity of extreme weather events, such as floods and heatwaves, which can impact BMD's assets and operations. For example, the risk of increased costs of insurance and access to insurance due to these physical impacts.

Transitional risks: These arise from policy changes, market shifts and technological advancements aimed at mitigating climate change. For instance, compliance with new client requirements and sustainability commitments could pose a risk to delivering and winning future work. Additionally, there is a risk related to access to funding or capital, as clients may have unpredictable project outcomes due to climate changes.

Climate-related opportunities:

New markets: Climate change policies and the transition to a low-carbon economy present opportunities in new and existing markets. This includes future-proofing and flood resilience works, fuel security, critical minerals and infrastructure projects that support renewable energy.

Innovation and efficiency: BMD is actively exploring cleaner fuel sources and technologies to improve waste and circular economy outcomes. This includes trials of emerging fuel sources and technologies to increase the use of cleaner fuels across projects.

Sustainability leadership: BMD promotes a sustainability culture in project delivery and encourages suppliers and stakeholders to incorporate sustainable practices.

ENVIRONMENTAL PROTECTION

BMD has a direct interface with the environments in which we work, through design, procurement, construction, rehabilitation and supply chain management.

We work closely with clients, subcontractors and partners to protect and enhance natural environments, delivering long-term biodiversity benefits for the communities in which we operate.

Our focus extends across contaminated soil remediation, biosecurity management and the protection of aquatic habitats. To achieve these outcomes, we prioritise minimising our ecological footprint, utilise best practice systems and processes, and conduct thorough environmental assessments to understand and mitigate project impacts.

Our internal design teams also apply best practice principles such as water sensitive urban design and fauna sensitive design, ensuring environmental values are protected across the project life cycle.

As global priorities shift towards conserving and restoring the natural environment, recent legislative changes will increase the importance of understanding and reporting BMD's biodiversity impacts. Recognising that our operations are closely tied to nature, we are committed to protecting natural assets while identifying opportunities to contribute to stronger ecosystems.

WASTE AND CIRCULAR ECONOMY

BMD has an important role to play in driving circular economy outcomes. We are committed to advancing the circular economy by minimising waste and maximising resource efficiency. Our approach includes reducing, reusing and recycling materials to lessen our environmental footprint.

We implement innovative waste management practices and collaborate with partners to enhance sustainability. By embracing circular principles, we ensure that our projects contribute to a more sustainable and resource-efficient future.

BMD works closely with our clients, subcontractors and supply chain partners to implement best practice and innovative practices to identify opportunities to turn wastes into a construction resource.



ON-SITE SOIL REMEDIATION AND RESOURCE RECOVERY

The Bulimba Barracks is a 20-hectare site located on the banks of the Brisbane River, once home to a WWII military base used to construct landing barges. Now a private development, BMD was engaged to remediate contamination across the project site.

A significant focus of the remediation works included minimising unnecessary landfill disposal through trialling innovative on-site treatment methods.

In partnership with RE3, this involved the treatment of 26,000 tonnes of PFAS-contaminated soil, enabling it to be reused within the site.

The process has involved blending the impacted soil with a sorbent in precise mixing ratios which immobilises the PFAS and prevents further leaching into groundwater, which could pose significant risks to the environment and human health.



AWARD WINNING ZERO WASTE SYSTEM

In Victoria, BMD implemented an Australian-first solution to managing unsuitable material onsite by utilising a Zero Waste System (ZWS) Patriot.

With an objective of achieving zero waste during construction, the ZWS was utilised to filter and re-used unsuitable waste from non-destructive digging.

The recycled soil was able to be reused as specification compliant topsoil for landscaping at the end of the project.

Over a three-month period the process achieved the following outcomes:

- ▶ 395,000 litres of Non-Destructive Digging 'slurry' processed
- ▶ 215 tonnes of clean fill generated
- ▶ 147 kilolitres of water reused
- ▶ 178 kilolitre reduction in water use

This project innovation has been nominated for the 'Innovation Excellence' category at the 2024 National Infrastructure Awards.

PRIORITISING OUR PEOPLE

At BMD, our genuine commitment to our workforce is evident in our focus on their health, safety, wellbeing, career development and growth opportunities. This dedication creates a high-performing team ready to tackle the challenges of tomorrow for the long-term.

We continuously invest in employee wellbeing programs, striving to build a more diverse and balanced workforce while enhancing the safety of our people and communities.

BMD supports a diverse range of training, growth and upskilling opportunities – everything from tailored short courses to industry accreditations and structured, custom-built, online and in person development programs.

Investing in the learning and development of our people is central to our retention strategy. As a result, we have created five tailored leadership programs – Foundations, Formwork, Fortitude, Evolve and Leading HSEQ Excellence – to develop future leaders with the skills and knowledge to thrive.



DIVERSITY AND INCLUSION

We are committed to fostering an inclusive environment that values the unique perspectives and skills of individuals from various cultural backgrounds, age groups and abilities. By embracing a diverse workforce, we enhance creativity, innovation and problem-solving capabilities, which are essential for delivering high-quality projects.

WOMEN AT BMD AND GENDER EQUALITY ACTION PLAN

In an industry traditionally dominated by men, we are dedicated to achieving a more balanced workforce.

The Women@BMD working group is dedicated to advancing gender equity and cultivating a supportive culture for women within our organisation. Comprising a diverse range of senior leaders and male allies, the group collaborates closely with regional diversity and inclusion committees to align strategies and implement BMD's Gender Equality Action Plan.



WOMEN MAKE UP 22% OF OUR WORKFORCE

and we are committed to increasing this representation with year-on-year improvements.

HEALTH AND SAFETY

HOLD HIGHEST LEVELS

of industry accreditations and certifications including Federal Safety Commissioner Accreditation

Investment in

THREE YEAR

safety strategy in place

0.5 LTIFR12

(Lost time injury frequency rate)

STRONG

health and safety culture with high levels of workforce engagement

Simplifying safety, strengthening controls through critical risk planning

Targeted workshop on high-risk crane lifts held as part of critical risk planning for the Molonglo River Bridge project, ensuring safe and coordinated execution of complex lifting operations.





VISION STATEMENT:

"We will achieve safety excellence through strong and visible leadership, enhancing the capability of our people to foster an environment where the physical and psychological health and wellbeing of our people is fundamental to our overall success."

OUR PARTNERSHIPS



BMD NORTHCLIFFE SURF CLUB

BMD is the official naming rights sponsor of BMD Northcliffe Surf Club. This is the first partnership of its own kind in Australia between a surf club and a corporate sponsor which has further strengthened our well established and long-term partnership.



MELBOURNE VIXENS

We believe in the high-performance alignment between sport and the teams we have in our business who are achieving excellence. This partnership allows us to enhance the pathway of the number one team sport for women in the state, from grassroots to the elite level.



MELBOURNE STORM RUGBY LEAGUE CLUB – WOMEN OF STORM

BMD is powering a new Melbourne Storm program aiming to develop female rugby talent in Victoria ahead of launching an NRLW team in the future. The Storm Female Development Program aims to provide a clear pathway for up and coming Victorian female rugby league player to begin their journey to first grade.



QUEENSLAND RUGBY LEAGUE – WOMEN'S TEAM – BMD PREMIERSHIP

We believe in the benefit of diverse thoughts including improvements to productivity, innovation and ultimately high-performance teams as we build necessary infrastructure for communities. It is this same passion for diversity and inclusivity, and for the great game of rugby league, that is the driving force behind BMD's partnership with Queensland Rugby League.

Our corporate partnerships strive to achieve outcomes across key areas including diversity, inclusion and reconciliation. With an average partnership duration of 11 years or more, we invest over \$1.5 million with our partners annually.



PERTH SCORCHERS

In 2024, BMD signed as an official partner of the Perth Scorchers Women's Big Bash League and Men's Big Bash League, joining forces in shared alignment of values, commitment to community and high-performance team mantra.



BRISBANE LIONS AFLW

As proud partner of the Brisbane Lions Club for over a decade, BMD's partnership with the Lions aligns with our shared vision and objective to improve participation of women in our respective industries.



WESTERN SYDNEY WANDERERS

The partnership with the Wanderers women's team is the perfect opportunity to extend on BMD's commitment to help other underrepresented industries, while giving back to the local community in which BMD operates. Our support extends to the local grassroots clubs to promote construction employment opportunities to women.



BMD RUMBLE

BMD scored the official naming rights to the nationwide skateboarding tour, the BMD Rumble. BMD's investment helps to provide the equipment and infrastructure needed for the tour, with the partnership's aim to help and grow the sport on a national level, including creating pathways for new skaters.



CREATING ENDURING LEGACIES

We are committed to making positive social change for Australia's First Nations Peoples through the active employment of, and partnership with, Aboriginal and Torres Strait Islander individuals, enterprises and communities.

Through our Stretch Reconciliation Action Plan (RAP), we are committed to reconciliation in Australia. We acknowledge the important role we play in achieving better social outcomes for Aboriginal and Torres Strait Islander peoples.

Our policies, plans, initiatives, and training programs reflect our commitment to equal opportunity and recognise the immense contribution of Aboriginal and Torres Strait Islander peoples in our workforce.

BMD's commitment to creating meaningful career pathways includes connecting First Nations peoples to projects and establishing partnerships with school-based organisations such as UNIQ You and the Clontarf Foundation.



CASE STUDY

New Fitzroy River Bridge

Western Australia

As the Fitzroy Valley comprises five language groups — Bunuba, Gooniyandi, Nyikina, Walmajarri and Wangkatjungka — the project team made a commitment from the outset to deliver economic and employment outcomes for the local community.

With an ambitious Aboriginal employment target of 25%, the Fitzroy Bridge Alliance's (FBA) proactive approach proved successful with over 250 local workers employed on the project, resulting in one quarter of all hours worked — totalling 111,661 hours undertaken by Aboriginal workers. The project's targeted spend to benefit Aboriginal enterprises was 20% of the project value (\$166 million), with the FBA successfully exceeding the stipulated target, achieving 22% which equates to \$36 million. Additionally, the business diversification target was met by spending a total of \$50,000 across 12 Fitzroy Valley businesses.



CASE STUDY

Newell Highway Program Alliance

New South Wales

The Newell Highway Program Alliance (NHPA) was a four-year project to build 60 kilometres of new overtaking lanes in regional New South Wales between Tocumwal in the south of the state and Narrabri in the north.

Over the length of the project, more than 200 Aboriginal and Torres Strait Islander peoples were engaged, including two Clontarf Foundation graduates. The project also recorded over \$20 million of the contract spent with Aboriginal businesses. BMD's relationship with Clontarf also included six site visits throughout the duration of the project, providing students with a unique insight into the construction industry, and highlighting the benefits of employment opportunities at BMD for Aboriginal and Torres Strait Islander peoples.

BUSINESS SUSTAINABILITY

At BMD, our commitment to developing an ethical and compliant business and supply chain is unwavering. To ensure business sustainability, we are consistently developing growth and diversification strategies, maintaining ethical and compliant processes, and leveraging technology to achieve positive economic outcomes for our clients, partners and communities.

MODERN SLAVERY STATEMENT

In line with the Australian Modern Slavery Act 2018, BMD has implemented a Modern Slavery Policy that outlines our commitment to prevent, detect, and report the risk of slavery or human trafficking within our operations and supply chains. This policy applies to all directors, senior management and employees across every level of the BMD Group. We conduct annual compulsory surveys of suppliers to assess and address any potential risks of modern slavery.

BUSINESS ETHICS

BMD's commitment to business ethics and a comprehensive code of conduct is fundamental to our operations. We uphold the highest standards of integrity, transparency and accountability across all business practices.

Our Business Management System (BMS) provides a comprehensive governance framework and effective management structure for our business. This system includes a suite of policies, management plans, and procedural documents that govern our activities, ensuring compliance with laws, company expectations and ethical behaviours.

CODE OF CONDUCT

The BMD code of conduct emphasises the importance of ethical behaviour, data security and compliance with modern slavery legislation. BMD has a Serious Misconduct Disclosure and Whistleblower Protection Policy that guides business practices and ethical behaviour. Additionally, the business conducts annual audits and implements training programs on ethics and compliance for all employees.

DATA SECURITY

The BMD privacy policy ensures that we handle personal data with the utmost care and in compliance with relevant data protection laws. We have robust data security measures in place to protect sensitive information from unauthorised access, breaches, and other security threats.



GOVERNANCE & SUCCESSFUL ECONOMIC OUTCOMES

BMD GROUP 2032 GROWTH STRATEGY

BMD has formalised a strategy that brings our ambitions to life, in being recognised as a uniquely collaborative and dominant Australian construction and development business taking our expertise to the world.

This strategy outlines four aspirations across People, Partnerships, Process and Performance and sets out the key actions required to deliver these aspirations through five strategic enablers.

BMD's dedication to maintaining an ethical and compliant business and supply chain is integral to our sustainability vision and commitments, ensuring that we create positive economic outcomes for our business operations, partners, and communities.



PEOPLE

Our people are recognised as the best in the industry and we support their growth at every opportunity.



PARTNERSHIPS

Our partnerships fuel our success as we work with similar values-based people and organisations.

OUR FOUR ASPIRATIONS



PROCESS

Our work process and systems drive productivity, enable collaboration and support our approach to risk.



PERFORMANCE

Performance is at the heart of our culture and will drive our diversification and growth.

DIVERSIFICATION

BMD has been actively expanding our capabilities in several regions and sectors including renewables.

Through these efforts, BMD continues to solidify our position as a leader in the energy sector, with a particular focus on advancing renewable energy projects that contribute to a more sustainable future.



NEW SOUTH WALES

Crookwell 2 Wind Farm

\$38 million

Crookwell Development



VICTORIA

Hawkesdale Wind Farm

\$60 million

Hawkesdale Asset

RENEWABLES

HAWKESDALE WIND FARM \$60 million Hawkesdale, VIC

PROJECT OVERVIEW

BMD delivered the civil Balance of Plant (BoP) works for Global Power Generation Australia, joining forces with Consolidated Power Projects, who delivered the project's electrical scope.

The completed windfarm comprises 23 turbines with a total output of approximately 97 megawatts.

SCOPE

The engineering, procurement and construction contract included:

- construction of wind turbine foundations
- access roads and hardstand areas
- electrical cable installation
- construction of the operation and maintenance compound and 33-kilovolt substation.

INNOVATIONS

- Implementation of solar site sheds over the 2000-hectare project footprint, reducing carbon emissions and achieving a saving of \$50,000.
- Engaged closely with the local community, achieving over 60% local content.
- The project team raised over \$30,000 for the Western District Health Service, more than \$10,000 for the Royal Children's Hospital, over \$8,000 for Movember, and collected 353 kilograms of food for Foodshare.



TRANSPORT

PORT TO REZ \$46 million Port of Newcastle to Elong Elong, NSW

PROJECT OVERVIEW

BMD commenced works on the Port to REZ project in April 2025 for EnergyCo and Transport for NSW.

This project will facilitate the efficient and timely transport of oversize, over-mass vehicles carrying critical components to support the construction and operation of major transmission and generation projects within the Central West Orana Renewable Energy Zone.

SCOPE

Spanning over 300 kilometres from the Port of Newcastle, the project includes upgrades and modifications at 19 key locations along the New England, Golden and Castlereagh Highways, strengthening the region's renewable energy infrastructure.

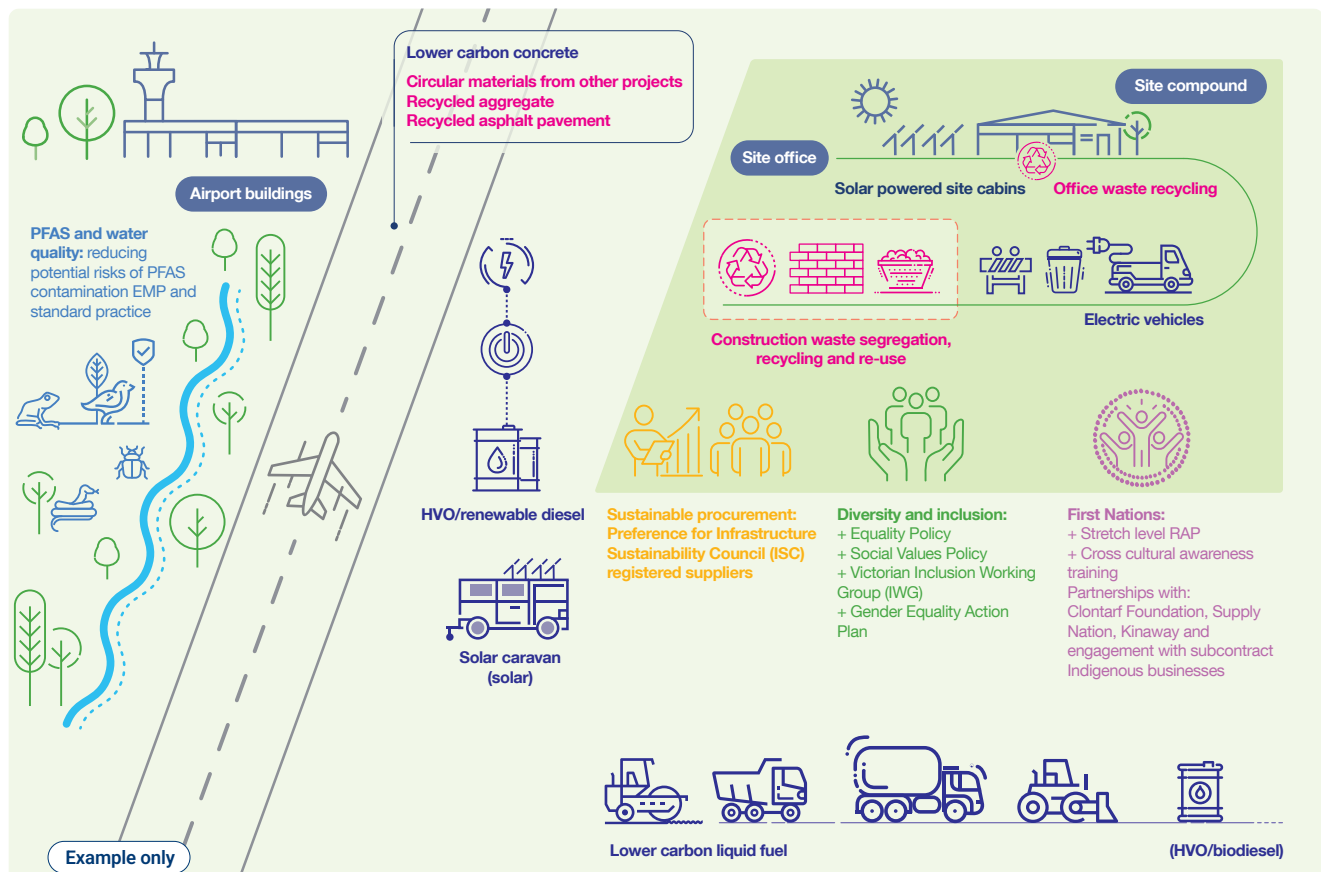


SUSTAINABLE PROJECT DELIVERY

BMD's approach to sustainable projects starts with a thorough analysis of the project concept and functional designs, establishing a sustainability baseline.

We collaborate closely with designers and clients to identify and implement sustainability improvements, such as carbon reduction initiatives.

We prioritise collaborative design sessions and workshops, fostering innovative solutions and conducting cost-benefit analyses to ensure measures are both effective and economically viable. This collaborative approach continues throughout the entire design process, from initial concept to final design.





BUSINESS MANAGEMENT SYSTEMS

BMD's comprehensive Business Management System (BMS) provides the framework for ensuring our projects are delivered safely, with consideration to environmental impact, on time, on budget, to client specifications.

The BMS contains our policies, corporate standards, management plans, and procedural documents to ensure corporate governance and compliance with laws and company expectations.

Three of the core elements of the BMS are our safety, quality and environmental systems, which are all ISO accredited. On projects, the safety, quality and environmental plans sit under the Integrated Project Management Plan (IPMP). Achieving exceptional outcomes in safety, quality and environment are pillars of success on all our projects and our BMS ensures compliance in these areas.

Our BMS has been developed to allow for flexibility across our operations and to ensure the client's requirements are addressed. The BMS core elements are summarised in three tiers. It is at the Tier 3 level where we will align sustainability procedures against our own core operating procedures (COPs), plans, and forms for compliance. The COPs address the minimum requirements for internal BMD procedures to address project risks and are a first reference when we develop and assess Work Method Statements.

BMS CORE ELEMENTS

TIER 1

Overarching BMD Group policies and procedures, including company objectives and targets

TIER 2

Group standards around health, safety, environment, quality, human resources, and commercial managements

TIER 3

Core operating procedures (COPs), work instructions, forms, registers, templates and training tools

ENVIRONMENTAL EXCELLENCE

BMD's Environmental Management System (EMS) is accredited to ISO 14001:2015 and embedded across all aspects of our work. This integrated framework ensures our projects are delivered with a strong focus on reducing environmental impact while driving continuous improvement in sustainability performance.

Our EMS includes core operating procedures for environmental aspects of all operations that are considered high risk, including energy use management, hazardous chemical

management, soil and land management, vegetation clearing management, waste and recycling management and water quality management.

At BMD, we see every project as an opportunity to create positive change for the environment and the community. Our teams consistently look for smarter, more sustainable ways to deliver infrastructure — whether through innovative design, efficient use of resources, or protecting and enhancing local ecosystems.

HIGHLIGHT

NEW PARALLEL RUNWAY

\$430 million

Brisbane, QLD

PROJECT OVERVIEW

As part of the Skyway Joint Venture, BMD delivered the airfield contract for Brisbane Airport over eight years, split into two phases: the Civil and Earthworks Package and the Airfield Works Package.

SCOPE

BMD's scope of works included:

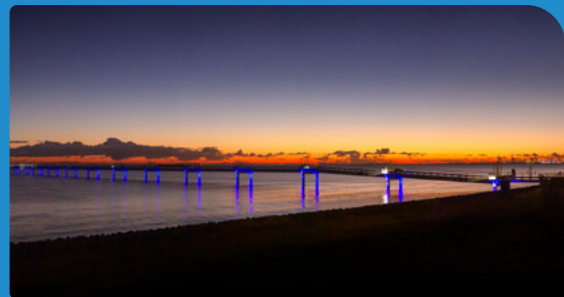
- ▶ bulk sand earth works and a new drainage network
- ▶ construction and pavement material placement of a 3.3 kilometre runway and 12-kilometre taxiway system
- ▶ lighting and infrastructure on taxiways and runway
- ▶ electrical wiring including navigation aids, weather instruments and communications.

INNOVATIONS

- ▶ A high capacity wet-batch concrete and asphalt plant was established to generate all pavement materials.
- ▶ Line marking was completed with the help of an innovative robotic tool, saving the project around 200 hours.

OUTCOMES

- ▶ Navigated substantial environmental challenges across the 360-hectare site.
- ▶ Over 1.2 billion litres of Class A+ recycled water used in construction.
- ▶ Procurement of a local quarry enabled the delivery of over 600,000 tonnes of fine crushed rock during off-peak hours and removed 20,000 truck deliveries during peak periods of airport operation.
- ▶ 300,000m³ of acid sulphate soil treated in purpose-built lime treatment pads and then reused to form the reclamation bund.



HIGHLIGHT

FITZSIMONS LANE UPGRADE

\$118 million Melbourne, VIC

PROJECT OVERVIEW

The Fitzsimons Lane Upgrade project involved the improvement of four intersections in Eltham and Templestowe to improve traffic and cycling across the Yarra River. Benefits included reducing traffic congestion in peak periods to provide more reliable travel times, improve safety and make walking and cycling around the community safer.

This project achieved energy and materials reductions against a target of 10% from established baseline for construction and operation of the road upgrade.

OUTCOMES

A 10.4% reduction in energy consumption through initiatives including:

- ▶ Optimisation of design through reduction of utility scope resulting in reduced plant hours
- ▶ Prioritisation of design changes to retain established vegetation.
- ▶ A 19.5% reduction in materials emissions through initiatives including:
 - Use of asphalt with higher recycled asphalt pavement content
 - Replacement of virgin aggregate with recycled crushed concrete
 - Replacement of steel reinforcement in concrete with recycled plastic
 - Replacement of up to 50% SCM in some concrete mix designs from a baseline of 15% SCM.



HIGHLIGHT

TONKIN GAP PROJECT

\$400 million Perth, WA

PROJECT OVERVIEW

As one of the most significant infrastructure projects in Western Australia's history, the Perth Tonkin Gap Project addressed a bottleneck where Tonkin Highway reduces from three lanes to two lanes in Bayswater and Redcliffe.

OUTCOMES

Reducing energy and carbon emission was a key consideration on this project and through the use of the Project's Environmental Management Plan, and continual monitoring during construction the project achieved the following energy reductions:

- ▶ 4.8% energy reduction by utilising LED lighting on structures
- ▶ 6.2% energy reduction by minimising clearing areas at the northern dive, several drainage basins and around the Derbarl Yerrigan
- ▶ 4.4% energy reduction by changing the design and construction methodology, contributing to reduced fuel burn from plant and equipment and the material required for construction
- ▶ reduced install hours and fuel burn by changing from diaphragm walls to secant pile walls at the southern dive and trialling an alternative permanent precast barrier system on sections of the project.

