

SUSTAINABILITY AND SUSTAINABLE PROCUREMENT 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, its subsidiaries, and associated joint ventures.

BMD is committed to maintaining our position and reputation as a leader in our industry, enhancing sustainable performance and providing positive long-term outcomes. This is founded on BMD's 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:

Sustainability leadership and improvement

- Proactively managing sustainability risks and opportunities, enhancing business performance, applying innovation, and supporting the long-term interests of BMD.
- Promoting a sustainability culture in project delivery, including encouraging suppliers and other stakeholders to incorporate sustainable practices in their business activities.
- Considering environmental, social, and economic aspects during procurement for suppliers and subcontractors.
- Increasing our selection of suppliers and subcontractors through consideration of their sustainability merits and alignment with our values.
- Enhance BMD's resilience to the effects of climate change.

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 using tailored engineering solutions for increased benefit to the community.

Environment and efficient resource use

- Implementing best practice environmental management to minimise environmental harm and take opportunities to enhance local environmental outcomes.
- Efficient use of resources and maximise use of renewable/recycled alternatives (energy, materials, water) during construction.
- Considering the life cycle of products and services.

Social procurement and labour practices

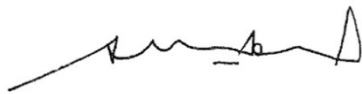
- Protection of human rights through ensuring equal opportunity employment for all and fair labour practices.
- Foster an environment that encourages and values a diverse and inclusive workforce.
- Maximising equitable training and employment opportunities for local business, Indigenous communities, and social enterprise.

Community respect and protection

- Increasing community respect and wellbeing by demonstrated best practices in sustainable construction, and collaborative engagement processes.
- Providing the opportunity for public involvement and consultation, as appropriate.

This policy applies to all workers, subcontractors, and visitors to BMD offices and project 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.

Through the leadership of our senior management, BMD strives to implement industry best practice across all operations.

A handwritten signature in black ink, appearing to read 'Scott Power'.

Scott Power
Group Director – Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Mick Power'.

Mick Power, AM
Group Board Chairman