

## SUSTAINABILITY POLICY

**Fletcher Building is committed to sustainable practices across our business operations.**

Sustainability covers all aspects of a business – including economic, environmental, social and business governance.

This policy describes how Fletcher Building embeds sustainable practices within our business operations.

### NEED TO KNOW

Fletcher Building is committed to sustainability and it is our policy to:

- Operate our organisations ethically and according to our shared values.
- Integrate sustainability initiatives into our daily business activities.
- Provide a safe and healthy work environment for our people.
- Ensure that there is a diverse and inclusive work environment at all levels of our organisation.
- Uphold human rights within our business and across our supply chain.
- Take actions to improve energy efficiency and reduce waste, and greenhouse gas emissions across our operations and supply chains.
- Manage our operations to preserve water quality and regularly review water availability or scarcity in the areas where we operate.
- Maintain, enhance, or conserve biodiversity and ecosystems in our operational activities in accordance with regulatory requirements, and avoid operating in areas in close proximity to critical biodiversity where possible.
- Meet our Science Based Target to reduce our carbon emissions, and align with the TCFD framework to assess our climate-related risks and opportunities by 2023.
- Regularly engage with stakeholder and the communities where we operate to understand their views and respond appropriately to their interests.
- Report annually to our stakeholders on our sustainability activities and achievements.
- Continue to support the communities where we operate with sponsorship in line with our Code of Conduct.

**This policy applies to:** all Fletcher Building personnel