

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

EXPLANATORY AND GUIDANCE NOTES

Fletcher Building Personnel

Fletcher Building personnel includes all directors, officers, employees, independent contractors and subcontractors, consultants, temporary agency personnel and secondees of Fletcher Buildingsubsidiaries. It also includes all suppliers to Fletcher Building.

Policy Communication

Both this policy and the Supplier Code of Conduct are available on our internal and external websites.

Policy Implementation

Responsibility for enacting this Sustainability Policy within our business operations and supply chain sits with the Business Unit management teams.

- Business Units must put in place processes to support the sustainability aims and targets for Fletcher Building.
- Business Units must put in place processes that can identify sustainability risks and issues within their business and supply chain. If any significant risk area is identified, appropriate remediation measures proportionate to the risk must be implemented.

Sustainability performance across Fletcher Building will be tracked and reported at a group level. Material and significant sustainability issues will be included in annual reporting.

Fletcher Building personnel are encouraged to support sustainability initiatives in their business units or sites.

All Fletcher Building personnel are expected to be proactive in identifying and reporting potential sustainability risks (including human rights, governance risks and environmental impacts) and reducing our collective impact.

Printing this policy? All our official policies are updated electronically and available online so before relying on a printed copy please check you have the latest version.

Other relevant information can be found in our [Environmental Health and Safety Policy](#), [Anti-bribery and Corruption Policy](#), [Inclusion and Diversity Policy](#), [Code of Conduct](#), [Supplier Code of Conduct](#), [Whistleblowing \(Wrongdoing\) Disclosure Policy](#), and in our [Annual Reports](#)