

Robert Bird Group (RBG), member of the Surbana Jurong (SJ) Group, adopts and endorses the SJ Environment Policy, focused on minimising our environmental impact and promoting sustainable practices across all our operations. To further sustain a resilient and regenerative environment, we are committed to our [Carbon Reduction Approach Policy](#), aligned with the Science Based Targets initiative (SBTi).

Environment Policy

Surbana Jurong (SJ) and their entities and subsidiaries are a diverse collective of problem solvers, including architects, designers, planners, engineers, facilities managers, and specialists. We recognise the importance of protecting the environment and ensuring business activities, services and products are provided in an environmentally responsible and sustainable manner. Reducing adverse environmental effects of our operations and minimising the impact on our climate is our approach to create a better future for our organisation, our customers, and the community.

Goals

- 1) Compliance with legislation and best practice standards:
 - Implementing and continually improving project and office environmental management systems, conforming to ISO 14001 in certified locations.
 - Ensuring effective consultation and participation of workers at all applicable levels and functions regarding the development, implementation, and continual improvement of the Environmental Management System (EMS).
 - Complying with legal and other requirements applicable to operations.
 - Implementing environmental management programs to achieve environmental objectives and targets.
- 2) Minimise environmental risk exposure:
 - Working in partnership with our customers, suppliers, and contractors to conduct all activities in an environmentally responsible manner to minimise the potential for our activities or outputs to cause significant adverse environmental impacts related to our operations.
 - Aiming for enhancement of beneficial environmental impacts of our activities or outputs, to improve the quality of the environment we share with current and future generations.
 - Prevention of pollution associated within any of our activities.
 - Providing environmentally responsible, sustainable, and practical options and solutions to clients.
 - Monitoring, reviewing, and auditing of our environmental performance.

Responsibility

Directors:

- Ensuring the environmental policy and objectives align with the company's strategic direction.
- Taking overall responsibility for environmental performance and the effectiveness of the EMS.
- Promoting a culture of environmental responsibility at all levels.

Managers:

- Employ competent employees and ongoing education and training for existing employees.
- Raising awareness of sustainable development principles on our projects, wherever possible.
- Investigating environmental incidents to determine underlying causes and appropriate action to prevent a recurrence.

Employees and Contractors:

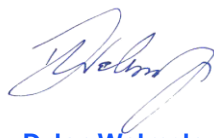
- Be familiar with this policy and seek clarification from management where required.
- Take reasonable care of their impacts on the environment in the workplace.
- Be mindful of the impact their work-related actions can have on environment.

Our Commitment:

- Participation in relevant international conventions (e.g., UN Global Compact) and alignment with relevant international principles or frameworks where required (e.g., Science Base Target Initiative, The Equator Principles).
- Employees are empowered and given meaningful opportunities to provide feedback on this policy.
- The policy is communicated during induction, remains easily accessible to all employees and available to interested parties, as appropriate.



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Group Chief Executive Officer



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Director, RBG

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