

# Sustainability Policy

**The GPT Group will be an overall positive contributor to our communities, people and the environment.**

**GPT's sustainability performance is driven by a culture of raising the bar and continuous improvement, underpinned by a suite of policies which enable our stakeholders to hold us to account.**

## Areas of focus for sustainability

- **Health & Safety:** Safety is a core value of GPT and GPT believes that all work-related injuries can be prevented. Safety of employees, service providers, contractor, customers and members of the public is prioritised above everything else. GPT's commitment to health and safety is set out in our [Safety Policy](#).
- **Environment:** GPT is committed to being a positive contributor to environmental sustainability while improving resilience to environmental changes, guided by our [Climate Change & Energy Policy](#), [Materials & Waste Management Policy](#), [Water Policy](#), and [Biodiversity Policy](#).
- **Social:** GPT is committed to being a trusted and positive contributor to the communities in which we operate and to our partners, guided by our [Community Engagement Policy](#), [Customer Engagement Policy](#) and [Human Rights Statement](#).
- **Suppliers:** GPT is committed to working in partnership with suppliers to realise the full value of relationships and to positive contribute to stakeholder communities and the environment, guided by our [Supplier Policy](#) and [Supplier Code of Conduct](#).
- **Employees:** GPT is committed to fostering a culture and work environment in which our people have opportunities to do their best work, guided by our [Equal Employment Opportunity & Workplace Behaviour Policy](#), [Employee Engagement Policy](#), [Diversity & Inclusion Policy](#), [Code of Conduct Policy](#), [Grievance Policy](#), [Learning & Development Policy](#), [Personal Dealing Policy](#) and [Whistleblower Policy](#).

## Core principles and approach

Each of the abovementioned policies outlines GPT's core principles and approach in the relevant policy area. The Group's overarching approach to sustainability is guided by the following principles:

- GPT takes a medium- to long-term view of sustainability, implementing initiatives which are commercially sound over that timeframe and aiming to minimise risk and maximise opportunities to deliver consistent, dependable future performance
- GPT believes that looking after the environment to meet the needs of current and future generations is essential to ongoing business success
- Sustainability impacts are considered at all major decision points in the business and asset lifecycle
- GPT will act to promote sustainability in all areas within its control whilst providing leadership and support to stakeholders in areas of influence to do the same

## Governance, Strategy, Metrics and Targets

Ultimate responsibility for implementation and review of the Sustainability Policy sits with GPT's Leadership Team with oversight from the GPT Board Sustainability and Risk Committee.

GPT will carry out this policy by implementing management processes consistent with international management system standards including adopting a system of continuous improvement.

Metrics and targets relating to each commitment identified in our sustainability policies will be reported to the GPT Leadership Team and to the GPT Board Sustainability and Risk Committee as well as publicly disclosed.

**Bob Johnston**

CEO & Managing Director, The GPT Group

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This policy will be regularly reviewed in line with legislative and organisational changes and developments in sustainability best practice, or at a minimum, every three years.

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