
CONACK ESG POLICY

Our ESG policy, aligned with global and local sustainability standards, outlines our commitment to environmental stewardship, social responsibility, and governance excellence. We actively work to reduce our environmental footprint by implementing strategies like carbon footprint reduction, energy efficiency, sustainable construction practices, water management, waste reduction, biodiversity protection, and pursuing green building certifications. Compliance with environmental regulations and industry best practices underscores our dedication to environmental quality and sustainability in our projects.

ENVIRONMENTAL POLICY

We recognise that our construction activities have an impact on the environment, such as greenhouse gas emissions, energy consumption, water use, waste generation, and biodiversity loss. We are committed to minimizing these impacts and enhancing the environmental quality of our projects.

We aim to achieve this by:

- Measuring and reducing our carbon footprint of what we directly control and setting targets for emission reductions.
- Implementing energy efficiency measures and using renewable energy sources where possible in our offices and sites.
- Adopting sustainable construction strategies by planning and incorporating sustainability throughout the life of a construction project from start to finish.
- Reducing water consumption and improving water management practices in our offices and sites.
- Reducing waste generation and increasing the recycling content of the waste streams, as well as segregating on site major waste streams.
- Protecting and enhancing biodiversity and ecosystems in and around our projects and avoiding or mitigating any negative impacts on natural habitats and wildlife.
- Working towards a green building certification and striving to enable our projects to be EU Taxonomy aligned.
- Complying with all relevant environmental laws and regulations and following the best industry standards and practices.

SOCIAL POLICY

We recognise that our construction activities have an impact on the social well-being of our stakeholders, such as our employees, clients, suppliers, communities, and society at large. We are committed to minimising these impacts and enhancing the social value of our projects.

We aim to achieve this by:

- Providing secure employment, a good work-life balance, and fair remuneration and benefits to our employees.
- Fostering a diverse, inclusive, and respectful workplace culture, where everyone is treated with dignity and equality, and where discrimination, harassment, and violence are not tolerated.
- Investing in the training, development, and engagement of our employees, and supporting their health, safety, and wellness.
- Delivering high-quality, safe, and affordable projects that meet or exceed the expectations and needs of our clients and end-users.

- Building long-term and mutually beneficial relationships with our suppliers, contractors, and partners, and ensuring that they adhere to our ESG standards and principles.
- Engaging with the local communities where we operate and contributing to the social and economic development through job creation, local sourcing, community investment and charitable giving.

GOVERNANCE POLICY

We recognise that our construction activities have an impact on the governance and ethical conduct of our business, such as our corporate strategy, risk management, compliance, transparency, and accountability. We are committed to ensuring these impacts are positive and enhancing the governance quality of our business.

We aim to achieve this by:

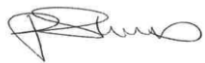
- Establishing a clear and coherent ESG Strategy and policy. We will be integrating them into our overall business strategy and operations.
- Assigning roles and responsibilities for ESG management and oversight at all levels of the organisation, and ensuring adequate resources and support are provided.
- Identifying, assessing, and managing the ESG risks and opportunities that affect our business performance and reputation, and implementing appropriate mitigation and adaptation measures.
- Monitoring, measuring, and reporting on our ESG performance and progress, using relevant and reliable indicators.
- Engaging with our internal and external stakeholders, such as our shareholders, employees, clients, suppliers, regulators, and civil society, and soliciting their feedback and input on our ESG issues and initiatives.
- Maintaining high standards of ethics, integrity, and professionalism in all our business dealings and interactions, and ensuring that we comply with all relevant laws and regulations.
- Maintain an independent and competent Board of Directors that oversees our ESG strategy, performance and reporting, and that provides guidance and direction to our management and employees. We also ensure that our Board members have adequate ESG knowledge and expertise, and that they receive regular ESG training and updates.
- Implementing a robust and effective compliance program and ensuring that we have policies and procedures in place to prevent, detect, and respond to any violations of laws, regulations, or our own codes of conduct, such as corruption, fraud, bribery, money laundering, or human rights abuses.

CONCLUSION

This ESG policy document reflects our commitment to scope 1, 2 and 3. We are committed to being a responsible and sustainable construction company.

We believe that by following this policy, we can create value for our stakeholders, enhance our competitive edge, and contribute to a better future for our planet and society.

We also recognise that this policy is not static, but dynamic and evolving, and we will review and update it regularly to reflect our changing context and expectations.



PAULA SHINNERS
DIRECTOR OF COMMUNICATIONS

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