

19 August 2021

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017 USA

Cardno Limited

ABN 70 108 112 303

Level 11
515 St Paul's Terrace
Fortitude Valley QLD 4006
Australia

Locked Bag 4006
Fortitude Valley QLD 4006
Australia

Phone: +61 7 3369 9822

Fax: +61 7 3369 9722

www.cardno.com

Dear Mr Secretary-General:

Today, on World Humanitarian Day 2021, I am pleased to confirm that Cardno supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. Since 2018, Cardno Emerging Markets has been a participant of the United Nations Global Compact. With this communication, we express our intent to leverage, extend and implement those principles to the broader Cardno group. We will make a clear statement of this commitment to our stakeholders and the general public.

Cardno is committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs). We have embraced these commitments with executive-level and Board sponsorship, and established a company-wide Environmental, Social and Governance (ESG) Committee to support global sustainability. Cardno's Global Sustainability Policy is aligned to the SDGs, as we work towards the universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030. These policies and practices are being adopted globally across Cardno.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. Our Cardno Emerging Markets unit has developed and submitted a COP annually since becoming a participant in 2018. Going forward, in alignment with our expanded company participation, our annual COP will address our extended activities across Cardno. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of relevant policies, procedures, activities) that the company has taken (or plans to undertake) to

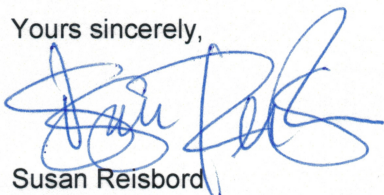
implement the UN Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).

- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Who we are as a company is reflected in what we do for our clients, stakeholders and communities we serve. As we commit ourselves to the United Nations Global Compact, we also affirm our commitment to advocate and champion the Ten Principles to our global clients, suppliers, shareholders and employees.

We live by our purpose of Making a Difference, and it is this purpose that underpins our pursuit to shape a better world for future generations.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Susan Reisbord", written over a faint blue circular stamp.

Susan Reisbord
CEO and Managing Director
for Cardno

Direct Line: +1 610 909 7958

Email: susan.reisbord@cardno.com