



UN Global Compact

Communication on Progress

August 2021 to August 2022

Statement of continued support by the General Manager

To our stakeholders:

I am pleased to confirm that Zenviron re-affirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Following our commitment and our inaugural year under the program, we have published our first UN Global Compact Communication on Progress Report (CoP). In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information publicly and with our stakeholders using our primary channels of communication.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Carl Keating".

Carl Keating
General Manager

Communication on Progress

Human Rights

Principle	Policy and action areas	Results and outcomes
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Zenviron takes its commitment to supporting and respecting human rights seriously. Our Anti-Modern Slavery Policy sets out a zero tolerance approach to employees or subcontractors engaging in any practices of modern slavery or human trafficking.</p> <p>Our company Code of Conduct sets out expected standards of behaviour and conduct, key contributors in building and sustaining a safe and respectful workplace, and provides our employees with a mechanism to address grievances or potential breaches in a confidential manner, and also acts as an early warning system for modern slavery risks.</p> <p>Our engagement with third parties is embedded in our supplier assessment and engagement processes. Standard contractual terms and conditions ensure our suppliers adhere to company policies relating to equal opportunity employment, anti-modern slavery, and anti-bribery and corruption.</p> <p>Our Whistleblower Policy sets out how disclosures can be made, and the protections that are afforded, the reporting framework in which instances of actual or suspected unethical or unlawful conduct can be reported without fear of detrimental treatment, and a commitment to act on all matters raised with integrity and fairness.</p>	<p>In 2021, Zenviron released its Modern Slavery Statement, and also established an Anti-Modern Slavery Policy. We have also established a Whistleblower Policy and associated Whistleblower Hotline managed by a 3rd party, to report instances of actual or suspected unethical or unlawful conduct.</p> <p>All suppliers with a contract value of over \$1m continue to be screened for risks of modern slavery within their supply chain, through assessment of due diligence questionnaires relating to anti-bribery, modern slavery and corruption.</p> <p>Zenviron regularly reinforces its expectations through compulsory modern slavery awareness training with support from the Supply Chain Sustainability School's tools and resources, and the training is integrated into Zenviron's employee onboarding program.</p> <p>Zenviron continues to work on ensuring compliance with its Code of Conduct. In 2021 Zenviron made additional commitments to Human Rights in its Code of Conduct, outlining its commitment to not accepting any form of modern slavery in the conduct of its own operations and in its supply chain, and its commitment to ensuring that all workers are treated fairly, ethically and with respect.</p> <p>Onsite, Zenviron developed and commenced implementation of Sustainability Management Plans specific to each construction project, and ensuring a member of the senior management team has central responsibility for the implementation and monitoring of the Plan. We have also developed a Heritage Management Plan in conjunction with our Client at Rye Park Wind Farm, identifying Aboriginal Heritage aspects for the project, and establishing controls to prevent harm and minimise impacts to local heritage values.</p> <p>In 2022, Zenviron commenced a sponsorship arrangement with the Soul Café (a local Newcastle charity supporting the homeless) with a donation of AUD \$6,000 as well as the donation of numerous used laptop computers and computer monitors). A number of our employees also took part in the Soul Café's annual fundraising event "Sleep Out for Soul", raising a further \$5,000 for the charity.</p>

Labour

Principle	Policy and Action	Results and Outcomes
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>Zenviron's Equal Employment Opportunity Policy outlines the company's principles governing equal opportunities and diversity, which are encouraged in all parts of its business. We endeavour to achieve equal opportunities in terms of employment and working conditions, as well as developmental opportunities. The Policy also acknowledges a worker's right to freedom of association and the right to collective bargain.</p> <p>Zenviron believes in a workplace where all employees have equal opportunities to work and progress. Employees' specific competences, regardless of certain attributes including but not limited to gender, sexual orientation, family status, pregnancy, family responsibilities, race, impairment, political or religious conviction and/or gender identity – are considered to be an asset.</p> <p>Our Anti-bribery and Corruption Policy establishes a zero-tolerance approach to any form of bribery and corruption in the conduct of our activities.</p> <p>Our Anti-Harassment and Bullying Policy ensures that the working environment we provide for our people is free from all forms of unlawful harassment and bullying, and support this through a Grievance Resolution Policy whereby grievances can be addressed fairly, timely and confidentially.</p> <p>In addition, Zenviron's Health and Safety Policy outlines our ongoing commitment to the health and safety of anyone associated with our activities. Our objective is to maintain a culture and health and safety management system through the provision of visible safety leadership, resources, processes, and education. Our system meets and is aligned with the ISO45001 Standards and the Federal Office of Federal Safety Commissioner.</p>	<p>Zenviron has maintained its accreditation with ISO 45001. This is a far-reaching, global and verifiable standard in occupational health and safety, with external auditing and certification. We can also boast an industry leading safety performance, with a Lost Time Injury Frequency Rate of 0, and a Total Recordable Injury Frequency Rate of 4.1.</p> <p>All employees are engaged on written terms of employment. Zenviron's policies and formal terms of employment are consistent with the applicable Australian laws. Our commitment to human rights ensures that employment with the company is always voluntary without compulsion or harassment, either physical or psychological.</p> <p>Zenviron complies with relevant laws and ordinances on child labour. Zenviron does not employ children and does not collaborate with companies that use children as part of their workforce.</p> <p>Zenviron provides access to an independent, free, confidential, and professional counselling service available to all employees and their immediate family members.</p> <p>In 2022 Zenviron has established an external whistleblowing service which enables employees to raise concerns about actual, attempted, or suspected contravention of the Zenviron Code of Conduct, policies, or the law without fear of reprisal or feeling threatened by making the report.</p> <p>Onsite, to support local economy growth Zenviron has awarded local road upgrade packages to local civil contractors, and additional local suppliers have been identified for future tendering of bulk earth works and other road packages.</p>

Environment

Principle	Policy and Action	Results and Outcomes
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: Undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Environmental management and sustainability is integrated into the management of our construction sites and facilities. Environmental aspects and impacts are identified and assessed, and controls are put in place to prevent or minimise environmental harm.</p> <p>Our Environment and Sustainability Policy outlines our commitment to:</p> <ul style="list-style-type: none"> • protect and enhance environmental values; • deliver sustainable procurement practices through our suppliers; • adapt to climate change through a 'whole of life' approach to planning, design, construction and operation activities; and • foster a culture that challenges traditional approaches and encourages and rewards innovation in sustainable work practices. <p>Zenviron's ISO14001 certified Environmental Management System is integral in achieving our policy objectives. Each project site develops and works under an Environmental Management Plan, and Zenviron employs qualified environmental practitioners to support our operations onsite.</p> <p>Our project sites also develop a Sustainability Management Plan, to manage and guide the governance and implementation of the project sustainability framework and targets.</p> <p>Staff are also encouraged to minimise paper consumption, switch off lighting and close down plant and equipment after use.</p> <p>Zenviron regularly reinforces its expectations through compulsory environmental awareness training with support from the Supply Chain Sustainability School's tools and resources, and the training is integrated into Zenviron's employee onboarding program.</p>	<p>During the reporting period Zenviron has not recorded any significant breaches of environmental regulations.</p> <p>Zenviron has maintained its ISO14001 certification. This is a global standard in environmental management, with external auditing and certification.</p> <p>Working closely with our Clients, Zenviron has been able to protect and minimise harm to numerous threatened plant and animal species:</p> <ul style="list-style-type: none"> • Tree clearing activities are conducted under close supervision of arborists and qualified fauna handlers; • Compensatory nest boxes are being installed in surrounding bushland to provide habitat to threatened species; • Erosion and sediment control measures are in place to minimise dirty water runoff to local waterways; and • Restoration and rehabilitation works are conducted progressively and as quickly as possible to reduce the likelihood of soil erosion; <p>Efficiency measures are also implemented, including:</p> <ul style="list-style-type: none"> • The use of biodiesels to power off-grid compounds; • Wind turbine concrete pad foundation mix design includes the use of ground blast furnace slag (GGBS). A recycled waste material which reduces cement use and embodied carbon; • Civil design optimisation resulting in quantity reduction of required cut to fill. The optimisation saved handling 481,924m³ of material. Emissions savings from the associated reduction in equipment fuel use has been estimated at 1,876.67 T.CO₂-e/kg; • Pavement material is being supplied from quarries within a 15km radius of the site to reduce fuel use and associated carbon emissions; • Reused and rehabilitation of stormwater infrastructure by relining existing pipes instead of full replacement. This reduces construction energy and material use; • Power to temporary facilities is turned off overnight avoiding light pollution; and • Water efficiency measures including the use of dust polymers for civil works and dust suppression, using local non-potable water sources, as well as water efficiency measures including push-button taps at our site facilities. 85% of all water used has been sourced from non-potable sources.

Anti-corruption

Principle	Policy and Action	Results and Outcomes
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Zenviron applies a 'zero tolerance' to any form of bribery and corruption in the conduct of its activities. No employee will suffer adverse consequences for refusing to participate in an act of bribery or corruption, or for reporting, in good faith, suspected instances of bribery or corruption.</p> <p>Zenviron's Anti-Bribery and Corruption Policy supports and underpins our commitment to this.</p> <p>Our Whistleblower Policy sets out how disclosures can be made, and the protections that are afforded, the reporting framework in which instances of actual or suspected unethical or unlawful conduct can be reported without fear of detrimental treatment, and a commitment to act on all matters raised with integrity and fairness.</p>	<p>All suppliers with a contract value of over \$1m continue to be screened for bribery and corruption risks.</p> <p>During the reporting period there were no known instances of bribery or corruption involving Zenviron employees or suppliers.</p> <p>In 2022 Zenviron has established an external whistleblowing service which enables employees to raise concerns about actual, attempted, or suspected contravention of the Zenviron Code of Conduct, policies, or the law without fear of reprisal or feeling threatened by making the report.</p> <p>All charitable contributions made were to registered Australian charities.</p>