

POLICY STATEMENT

Sustainability and Environmental

Sustainability and Environmental Policy Statement

This Policy Statement outlines Cundall's commitment to conducting operations in an environmentally and socially responsible manner. The commitment reflects our vision to provide the best opportunities for our people and the most sustainable solutions for the planet.

We aim to minimise environmental and social impacts and promote sustainability across all aspects of our work, employees, supply chain and communities to actively contribute to an equitable, fairer world for current and future generations while protecting nature and biodiversity.

Cundall is committed to:

- Aligning with the Sustainable Development Goals, embedding sustainability at the core of our operations and projects through a robust Sustainability Roadmap, that encompasses commitments relating to responsible resource use, waste reduction, emissions control, climate resilience, decent work, reduced inequalities and good health & wellbeing.
- Upholding and promoting fundamental human rights across our operations and projects. We align our practices with the Ten Principles of the United Nations Global Compact (UNGC), ensuring that our work is guided by ethical, inclusive, and socially responsible values.
- Reaching net zero carbon emissions by 2050 (or earlier) for our business operations, in line with the science-based targets Net Zero Standard. For our projects we commit to all our design projects being aligned with a science-based emissions trajectory by 2030.
- Establishing, implementing, maintaining, and continually improving an Environmental Management System (EMS) in line with ISO 14001:2015.
- Preventing pollution and minimising the environmental impact of our operations and designs by developing and encouraging solutions that improve the environmental and social performance, with a focus on greenhouse gas emissions, waste reduction, health and wellbeing, resource efficiency, materials and supply chain management, climate adaptation and biodiversity.
- Meeting and, where possible, exceeding all applicable environmental legislation, regulations, codes of practice, and other compliance obligations with a defined governance structure in place to ensure oversight and accountability.
- Providing employees with the training, skills, knowledge, and encouragement needed to deliver sustainable and practical solutions, and empowering them to apply sustainability principles both professionally and personally.
- Leading by example in sustainability and ethics by actively contributing to industry research, participating in professional bodies, engaging in skills development initiatives at schools and universities and other outreach activities.
- Identifying and seeking opportunities to expand our sustainability offerings and services in line with market, client and community needs.
- Transparently reporting our sustainability and environmental performance through publicly accessible annual sustainability reports available on our website.
- Continuously striving for improvement through monitoring and tracking, regular progress updates and policy reviews.

This Policy Statement provides a framework for setting, monitoring, reviewing, and achieving our quality objectives. It is reviewed annually, or as required, to ensure its continued relevance, effectiveness, and alignment with our core values and stakeholder expectations. The Regional Leadership is accountable for communicating and enforcing this policy within their respective regions.

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Madlen Jannaschk
ESG Director
Signed by: m.jannaschk

August 2025



Carole O'Neil
Managing Partner
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