



Sustainability Policy & Commitment

Introduction

MJ Conroy Construction is committed to fostering sustainable development through responsible business practices that minimize environmental impact, enhance social well-being, and promote ethical governance. Our sustainability policy outlines our commitment to integrating Environmental, Social, and Governance (ESG) principles into our operations and corporate strategy.

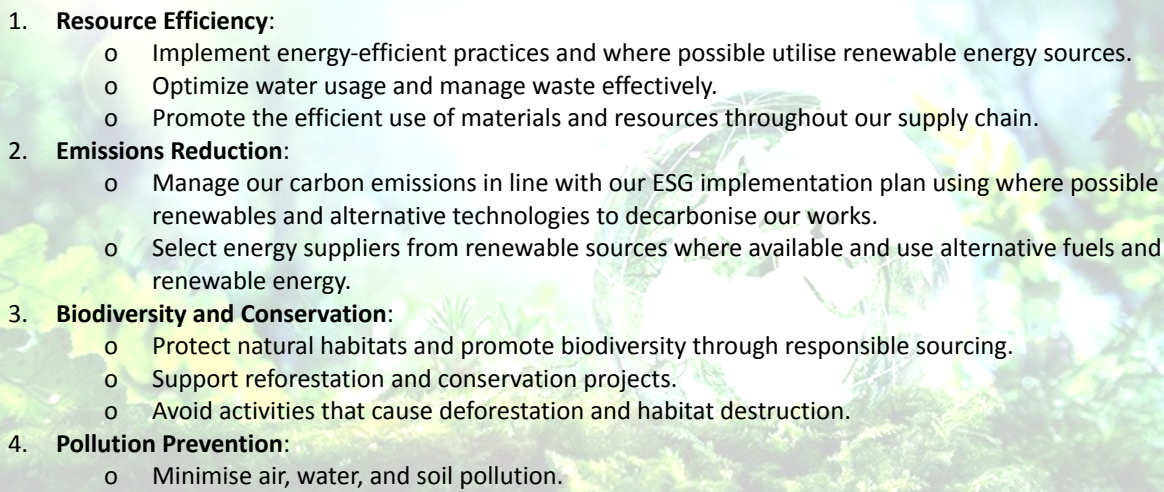
Purpose

The purpose of this policy is to establish a framework for sustainability at MJ Conroy and to guide our efforts in promoting environmental stewardship, social responsibility, and strong governance practices.

Scope

This policy applies to all employees, contractors, suppliers, and partners of MJ Conroy. It covers our operations, products, and services globally.

Environmental Commitment

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- 1. Resource Efficiency:**
 - o Implement energy-efficient practices and where possible utilise renewable energy sources.
 - o Optimize water usage and manage waste effectively.
 - o Promote the efficient use of materials and resources throughout our supply chain.
 - 2. Emissions Reduction:**
 - o Manage our carbon emissions in line with our ESG implementation plan using where possible renewables and alternative technologies to decarbonise our works.
 - o Select energy suppliers from renewable sources where available and use alternative fuels and renewable energy.
 - 3. Biodiversity and Conservation:**
 - o Protect natural habitats and promote biodiversity through responsible sourcing.
 - o Support reforestation and conservation projects.
 - o Avoid activities that cause deforestation and habitat destruction.
 - 4. Pollution Prevention:**
 - o Minimise air, water, and soil pollution.
 - o Work with our project consultants and waste management contractors to divert material away from landfill.
 - o Reduce the use of hazardous materials and promote safe disposal practices.

Social Responsibility

- 1. Employee Well-being:**
 - o Ensure fair wages and benefits for all employees.
 - o Ensure that our work areas are safe places of work for our employees, contractors, clients, supply chain, visitors and neighbours.
 - o Support work life balance alternatives and our wellbeing policy for all employees.
 - o Promote diversity, equity, and inclusion (DEI) within our workforce.
 - o Invest in employee development and provide opportunities for career growth.
- 2. Community Engagement:**
 - o Support local communities through economic development, positive social responsibility, and volunteerism.
 - o Foster strong relationships with community stakeholders and respond to their concerns.
 - o Engage in initiatives that promote social well-being and improve quality of life.
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3. **Client Responsibility:**
 - o Ensure the safety and quality of our workplaces and services.
 - o Provide transparent and accurate information to clients.
 - o Respect client privacy and data protection.
4. **Human Rights:**
 - o Uphold and respect human rights across our operations and supply chain.
 - o Implement fair labour practices and prevent human rights abuses.

Governance Practices

1. **Ethical Conduct and Compliance:**
 - o Foster a culture of ethics, integrity, and compliance within the company.
 - o Implement strong anti-corruption and anti-bribery policies.
2. **Transparency and Accountability:**
 - o Provide transparent and accurate reporting on our ESG performance.
 - o Engage with stakeholders through regular communication and dialogue.
3. **Risk Management:**
 - o Implement robust risk management frameworks to identify and manage ESG-related risks.
 - o Integrate ESG considerations into our business risk & opportunities register.
4. **Board Structure and Diversity:**
 - o Ensure a diverse and independent board of directors.
 - o Establish clear roles and responsibilities for board members.

Implementation and Monitoring

- **Leadership Commitment:** The top management at MJ Conroy is dedicated to integrating sustainability into our core strategy and operations.
- **Stakeholder Engagement:** We will engage with stakeholders to understand their expectations and incorporate their feedback into our sustainability efforts.
- **Continuous Improvement:** We will regularly review and improve our sustainability practices, staying updated on new regulations, standards, and technologies.
- **Training and Development:** We will provide ongoing training for employees on sustainability issues and best practices.
- **Third-Party Verification:** We will seek third-party verification and certification of our sustainability efforts to enhance credibility.

Conclusion

MJ Conroy is committed to making a positive impact on the environment, society, and governance through our sustainability initiatives. We believe that by adhering to this policy, we can contribute to a more sustainable future while achieving long-term business success.

This policy, which is reviewed annually, has the full support of the senior management team, who ensure that it is communicated, understood, implemented, maintained and monitored by all persons working for and on behalf of MJ Conroy Construction.