

SUSTAINABILITY AND RESILIENCE POLICY

Zutari provides engineering, management, specialist technical and advisory services for government and private sector clients globally. We recognise the need to balance economic growth including the financial viability of our organisation with social development and the protection of the environment, while furthering the capacity of Zutari and our stakeholders to survive, adapt and grow in a changing world.

We integrate the principles of sustainability and resilience into our culture by:



Helping our clients, partners and stakeholders to meet their sustainability commitments and advising them on increasing their resilience and crisis preparedness with foresight



Incorporating sustainability and resilience considerations into our skills, services and project deliverables



Encouraging innovation and supporting sound scientific and engineering research into enhanced energy, building, water and infrastructure solutions that meet community needs, now and in future



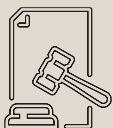
Engaging our stakeholders on matters of sustainability and considering their feedback in the definition of material topics



Establishing, measuring and reporting on indicators of our sustainability performance for our material topics in line with recognised sustainability reporting framework such as the Global Reporting Initiative (GRI): Project Sustainability and Resilience; Environment and Climate Change; Ethics and Integrity; Diversity and Inclusion; Health & Safety; Corporate Social Responsibility including BBEE.



Reviewing on a regular basis how we can improve our performance



Responding to the reasonable expectations and interests of our stakeholders, including those rights defined by national law and recognised international standards and norms. To the extent possible, we consider the reasonable expectations, interests and rights of stakeholders who do not have a voice, e.g. future generations.

Zutari's management is committed to the application, regular review and continual improvement of our sustainability and resilience approach and to fostering the understanding by our staff and partners working under our control that implementation of this approach is everyone's business.