

SUSTAINABILITY STATEMENT

4 June 2018

Service Stream is committed to sustainable business practices that minimise resource consumption and the impact of our operations on the environment and support or improve the wellbeing of our people and the communities in which we operate. This is achieved by:

- ▶ Reducing our environmental footprint and conserving natural resources where possible through such initiatives as recycling programs, resource efficiency/power saving measures, sustainable procurement and maintaining a fuel efficient fleet
- ▶ Supporting the Renewable Energy Industry by providing a national end-to-end service model for commercial solar, battery storage, power factor correction and related renewable energy system installations
- ▶ Ensuring environmental compliance and managing heritage and biodiversity risks throughout all phases of our projects
- ▶ Managing Work Health and Safety (WHS) risk and reducing the frequency and severity of incidents through the application of a certified WHS Management System
- ▶ Rewarding and recognising good practice and individual and team performance
- ▶ Providing opportunities for learning and development and a Talent and Succession Program for the development of our current and future leaders
- ▶ Establishing an Aboriginal and Torres Strait Islander (ATSI) Inclusion Committee, providing meaningful employment for people with a disability and encouraging the development and employment of under-represented groups
- ▶ Providing and encouraging flexibility where possible to facilitate arrangements and working conditions that suit individual needs
- ▶ Consulting and communicating with our employees through engagement surveys, roadshows delivered by the Executive Management Team and a company newsletter distributed three times a year.