

Due South Group

Environmental, Social & Governance (ESG) Policy

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Foreword from the Chief Executive

At Due South Group, we believe that successful infrastructure is measured not only by what is built, but by the lasting value it creates for people, communities and the environment.

Environmental, Social and Governance (ESG) principles are integral to the way we develop, manage and deliver projects. They influence how we make decisions, engage with stakeholders, manage resources and fulfil our responsibilities to clients, funding partners, governments and the communities we serve.

Our objective is to deliver infrastructure and humanitarian programmes that contribute to sustainable economic development, strengthen public services and improve quality of life while protecting the environment and maintaining the highest standards of corporate governance.

This Policy reflects our commitment to responsible business practices and continual improvement across every aspect of our operations.

Steven Edwards

Chief Executive Officer

1. Purpose

This Policy establishes Due South Group's Environmental, Social and Governance framework.

Its objectives are to:

- Promote environmentally responsible business practices.
- Deliver positive social outcomes.
- Maintain the highest standards of corporate governance.
- Support sustainable development.
- Strengthen organisational resilience.
- Create long-term value for stakeholders.
- Integrate ESG considerations into strategic decision-making and project delivery.

2. Scope

This Policy applies to:

- Directors.
- Employees.
- Consultants.
- Contractors.
- Suppliers where contractual obligations apply.
- All Company operations.
- Every project undertaken by Due South Group.

3. Our ESG Principles

Due South Group is committed to:

- Responsible environmental stewardship.
- Respect for human rights.
- Ethical leadership.
- Transparent governance.
- Sustainable procurement.

- Responsible investment.
- Community engagement.
- Accountability.
- Continuous improvement.

These principles guide every stage of our business and project lifecycle.

4. Environmental Responsibility

We recognise our responsibility to minimise environmental impacts and support the transition to a more sustainable future.

Where practical, Due South Group will:

- Promote renewable energy solutions.
- Improve energy efficiency.
- Reduce greenhouse gas emissions associated with our activities.
- Minimise waste and encourage reuse and recycling.
- Protect natural resources and biodiversity.
- Reduce pollution and environmental harm.
- Encourage sustainable design and construction practices.
- Consider climate resilience when developing infrastructure projects.

Environmental considerations will be integrated into project planning, procurement and delivery.

5. Climate Change

Climate change presents significant environmental, economic and social challenges.

Due South Group supports infrastructure solutions that strengthen climate resilience and help communities adapt to changing environmental conditions.

Where appropriate, our projects will seek to:

- Improve energy security.

- Increase resilience to extreme weather.
- Reduce environmental impacts.
- Promote low-carbon technologies.
- Support efficient use of natural resources.

6. Social Responsibility

We believe successful projects should improve people's lives.

Our social commitments include:

- Respecting human rights.
- Supporting safe and healthy workplaces.
- Protecting vulnerable people.
- Promoting equality, diversity and inclusion.
- Engaging openly with communities.
- Supporting local employment and skills development where appropriate.
- Delivering projects that strengthen healthcare, education, energy access and essential infrastructure.
- Considering the long-term social impacts of our decisions.

7. Community Engagement

Meaningful engagement with local communities is essential to sustainable project delivery.

Due South Group will seek to:

- Listen to community perspectives.
- Communicate openly and honestly.
- Respect local cultures and traditions.
- Understand local priorities.
- Minimise disruption during project delivery.
- Promote long-term community benefit.

Community engagement shall be undertaken professionally and respectfully throughout the project lifecycle.

8. Governance

Strong governance provides the foundation for sustainable business.

Due South Group is committed to:

- Ethical leadership.
- Transparent decision-making.
- Effective risk management.
- Responsible financial management.
- Compliance with applicable legislation.
- Anti-bribery and anti-corruption measures.
- Accountability to clients and funding partners.
- Continuous improvement.

Corporate governance is supported through the Company's Governance Charter and associated policies.

9. Responsible Supply Chains

We expect suppliers and contractors to operate responsibly.

Due South Group will seek to work with organisations that demonstrate:

- Ethical labour practices.
- Respect for human rights.
- Environmental responsibility.
- Safe working practices.
- Compliance with applicable legislation.
- Responsible business conduct.

Supplier performance may be considered alongside technical capability, quality and value for money.

10. Responsible Investment

When developing projects, Due South Group seeks to create sustainable economic, environmental and social value.

Investment decisions should consider:

- Long-term project viability.
- Community benefit.
- Environmental impacts.
- Climate resilience.
- Financial sustainability.
- Responsible resource management.
- Governance standards.

11. ESG Integration into Projects

Environmental, Social and Governance considerations shall be integrated throughout the project lifecycle, including:

- Project development.
- Feasibility studies.
- Procurement.
- Construction.
- Operations.
- Project completion and review.

Project teams should consider ESG risks and opportunities when planning and delivering projects.

12. Monitoring and Performance

The Company will seek to monitor ESG performance through appropriate indicators, which may include:

- Environmental performance.
- Health and safety performance.
- Community engagement.
- Training and development.

- Ethical compliance.
- Supplier performance.
- Risk management.
- Lessons learned.

Performance information will be used to support continual improvement.

13. Responsibilities

The Chief Executive has overall responsibility for promoting ESG principles throughout the Company.

Managers are responsible for integrating ESG considerations into business activities and project delivery.

Every individual acting on behalf of Due South Group shares responsibility for supporting this Policy through their daily actions and professional conduct.

14. Continuous Improvement

Due South Group is committed to continually strengthening its environmental, social and governance performance.

We will review our policies, procedures and project outcomes to identify opportunities for improvement, innovation and enhanced stakeholder value.

15. Review

This Policy shall be reviewed annually or whenever significant legislative, organisational or operational changes occur.

16. Our Commitment



Due South Group is committed to delivering projects that create lasting environmental, social and economic value.

Through responsible governance, sustainable infrastructure and ethical business practices, we seek to contribute positively to the communities in which we work while maintaining the confidence of our clients, funding partners, governments and stakeholders.

Our ambition is not only to deliver successful projects but to leave a positive and enduring legacy for future generations.