

TSA Riley

Environmental Policy

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| Policy title: | Environmental Policy |
| Applicable to: | All elements of the business of TSA Riley |

Purpose

This policy outlines TSA Riley's commitment to meet the requirements of ISO 14001:2015 Environmental Management standard by minimising its operational environmental footprint, and influencing our clients' projects accordingly.

Definitions

Staff: Board members, stakeholders, employees, independent contractors, subconsultants, apprentices, trainees, and volunteers of TSA Riley

TSA Riley: TSA Management Group Holdings Pty Ltd and its related bodies corporate (TSA Riley)

Policy

TSA Riley recognises that its business operations can have an impact on the environment, which we plan to reduce or remove completely. This policy is to be adhered to by all of our people, including any independent contractors or consultants that provide us with their services. In addition, we recognise we also have a responsibility to help guide and influence through our role as construction professionals, to achieve better environmental performance on projects.

We aim to minimise the impact of our activities on the environment by:

- Developing, documenting and maintaining measures for our overall environmental performance.
- Identifying our significant environmental impacts that are appropriate to the nature of our business.
- Setting targets to reduce our environmental impact and report on progress.
- Committing to the prevention of pollution caused by the business and protecting the environment in our business operations.
- Regularly reviewing the policy to ensure we identify and understand the needs of our clients and the business itself in order to strive for continued improvement.
- Providing appropriate training for Staff.
- Implementing procedures and providing supporting information that ensures compliance with laws, regulations and codes of practice, including those relating to environmental issues.
- Ensuring legal compliance, industry best practice and other requirements identified by regulatory bodies and client organisations.
- Committing to the ongoing development and continual improvement of our management system and ensuring compliance with the requirements of ISO 14001:2015.

This Policy should be read in conjunction with TSA Riley's ESG Policy and Carbon Reduction Policy.

This Policy, together with our management system, will be periodically reviewed to ensure their continued suitability.

Name Andrew Tompson
Position Group Chief Executive Officer
Date 1st September 2025
Signature 