

# Sustainability Policy

Evergreen Landcare Limited

| Document              | Document No.    | Revision | Effective    | Next Review  |
|-----------------------|-----------------|----------|--------------|--------------|
| Sustainability Policy | EGL-POL-SUS-001 | Rev 2.0  | 01 June 2026 | 01 June 2027 |

## Purpose

Evergreen Landcare Limited operates in erosion control, civil landscaping, and environmental contracting. Our Environmental Management System (EMS) provides a systematic and documented approach to planning and implementing environmental protection procedures, ensuring our workplaces, work practices, employee awareness, and training meet New Zealand legislation, standards, industry codes, and community expectations.

## Scope

This policy applies to all Evergreen Landcare employees, contractors, and subcontractors engaged in any work or activity carried out under the Evergreen Landcare name.

## Policy Statement

Evergreen Landcare is committed to:

- Minimising the short- and long-term impact of our activities on the environment and local communities through responsible, environmentally sustainable management across design, planning, delivery, construction, manufacturing, and operations.
- Promoting a positive culture by implementing initiatives that foster sustainable innovation.
- Optimising our products and services to relentlessly improve our environmental sustainability performance and the sustainable use of natural resources.
- Complying with relevant environmental legislation, applicable industry guidelines and standards, and customer and regulatory agency requirements.
- Implementing responsible, resilient work practices that minimise impacts on local communities.
- Implementing and maintaining an environmental management system consistent with AS/NZS ISO 14001, integrated throughout our operational systems.
- Establishing, monitoring, and reviewing environmental sustainability objectives and targets, and identifying opportunities for improvement.
- Evaluating the performance, effectiveness, and compliance of our environmental management systems through regular audits and reviews.

- Implementing effective controls to identify, evaluate, eliminate, or reduce adverse environmental risks from our work activities.
- Taking all practical steps to prevent pollution and to protect biodiversity and ecosystems.
- Driving innovation to identify sustainable supply chains; reduce and manage energy, waste, and water consumption; reduce and manage air emissions and effluents; and contribute to climate change mitigation and adaptation.
- Procuring goods and services in a way that minimises environmental risk and maximises sustainable opportunities and benefits across the full life cycle.
- Regularly reporting our environmental sustainability performance and consulting with stakeholders.
- Providing education, training, and encouragement to our workforce and business partners to understand their responsibilities for implementing environmental sustainability principles and practices.

## Responsibilities

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### Management

Evergreen Landcare management is responsible and accountable for:

- Active involvement in the development, promotion, and implementation of this Sustainability Policy and our EMS procedures.
- Ensuring employees are trained in the environmental and sustainability performance of their assigned tasks.
- Providing the resources required to meet our EMS and sustainability commitments.

### Employees

All employees are responsible and accountable for:

- Personal commitment to the protection of the environment and the prevention of pollution.
- Implementing this Sustainability Policy and our EMS procedures.
- Proactively responding to and reporting environmental issues, risks, accidents, and incidents.

## Consultation and Communication

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Evergreen Landcare Limited maintains open consultation and communication between management, employees, and external interested parties.

This Sustainability Policy is communicated to all employees through office and site inductions, notice boards, Project Management Plans, and regular toolbox and prestart meetings. It is available to the public and all interested parties, and is communicated to our suppliers and subcontractors through our procurement processes and site management procedures.

## Review

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This Sustainability Policy will be reviewed annually for suitability, adequacy, and effectiveness, and whenever required by changes in legislation, standards, industry codes, or company operations.

## Approval

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Approved and signed on behalf of Evergreen Landcare Limited:

Signed: 

**Date:** 01/06/2026

**Ben Cunningham**

Managing Director — Evergreen Landcare Limited