

## **Appendix A4**

### **Environmental policy**

*The Commitment to Sustainability in combination with the Mission and General Principles defines Fulton Hogan's Environmental Policy.*

**Fulton Hogan is continuing its journey towards sustainability through recognising the impact of our business on our employees, the community, the environment and the long term economic wellbeing of the company by committing to:**

**Environmental Care:**

Proactive environmental management, meeting and exceeding compliance requirements and encouraging our employees to take positive measures to improve environmental outcomes.

**Sustainable Energy Use:**

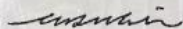
Optimising energy use across our business at all times. We recognise that reducing fuel and electricity usage is not only good for business but is directly linked to sustaining resources and reducing greenhouse gas emissions.

**Waste Reduction & Pollution Prevention:**

Reducing the use of hazardous materials and the generation of waste and emissions and preventing pollution across our business. We realise the importance of continually improving our practices and aspire to the concept of zero waste within all of our operations.

**We are committed to:**

- Integrating environmental, social and economic sustainability throughout our business
- Utilising the continual improvement process to improve the sustainability of our business at every opportunity.



N D Miller  
Managing Director, May 2012



**COMMITMENT TO SUSTAINABILITY**

## MISSION STATEMENT

Our key focus is resource based contracting activities in New Zealand, Australia and the Pacific that will grow shareholder value in a sustainable manner.

Our people will be respected, motivated and competent and will always have a safe workplace.

We will manage our impact on the environment in a responsible and proactive manner and positively interact with both the business community and the wider society around us.

## GENERAL PRINCIPLES

### Economic Performance

Long term growth in shareholder value will be achieved through ongoing incremental improvement of our existing business and the reinvestment of at least half our annual tax paid profit.

### Employee Relations

At all times our teams will work in a safe working environment. All employees are encouraged to be healthy and will have equal opportunity for self improvement leading to long term career development within the group. Selected employees will have the opportunity to own shares in the company.

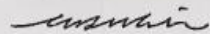
### Stakeholder Relations

We will offer competitive and innovative materials and services to our customers and will contribute directly and indirectly to the general well being of the communities within which we operate.

In all aspects of our business we insist on honesty, integrity and fairness and we expect the same in our relationship with whom we deal.

### Environmental Performance

We will responsibly manage our impact on the environment through the prudent use of natural resources and minimising waste. Energy use will be optimised to reduce our impact on the environment.

A handwritten signature in black ink, appearing to read 'N D Miller'.

N D Miller  
Managing Director, May 2012

# MISSION AND GENERAL PRINCIPLES