SUSTAINABILITY POLICY

O'LEX CIVIL CONSTRUCTION

At O'Loughlin Excavations Pty Ltd is Trading as OLEX Civil Construction, we are committed to providing high-quality civil construction and traffic management services. Our approach to sustainability encompasses our organisational commitment to deliver on management of governance, environmental, social, and economic objectives. The sustainability policy is our guiding document when integrating a philosophy of sustainable development into organisational activities and operations and to ensure sustainability is embedded in every part of our business. While meeting the requirements of ISO 9001. We have implemented an Integrated Management System (IMS) that aligns with the ISO 9001 Standard and enables us to consistently meet customer expectations and enhance their satisfaction.

Our Sustainability Policy is based on the following principles:

1. Embed environmental, economic, and social outcomes by establishing sustainability objectives and targets that encourage actions and are aligned with OLEX Culture and the Australian Sustainable Development Goals.
2. Demonstrate corporate social responsibility by operating in a fair, ethical, and philanthropic manner.
3. Manage resources efficiently through incorporating energy, water and material saving initiatives into our activities and products.
4. Support and enhance social, cultural and community wellbeing by sourcing people, equipment, and products from local suppliers where practicable, and engaging with local indigenous and community groups.
5. Report on sustainability performance and be accountable for meeting environmental and social responsibilities.
6. Implement sustainable procurement process (Wherever applicable) and work with suppliers who promote sound sustainability practices.
7. Always look to innovation in sustainable design, process or advocacy that seeks continuous improvement to promote new ideas and thinking.
8. Engage with clients to understand their expectations and to deliver projects in a sustainable manner.

As we strive to consistently improve our operations and deliver high-quality construction services, we remain dedicated to upholding the requirements for sustainability and achieving the highest levels of customer satisfaction.

This policy will be reviewed annually by Senior Management and will be communicated to all staff and external providers and be available to interested parties upon request.

Dwane O'Loughlin Managing Director, June 2026

