

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) STRATEGY

2024



ACKNOWLEDGEMENT OF COUNTRY

Wormall Group acknowledges the Traditional Custodians throughout Australia and their continuing connection to land, water and culture. We pay our respects to all members of Aboriginal communities and cultures throughout the country, to the communities we work with, and to their Elders past, present and emerging.



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Image by Mel Spillman (Woods), Maarakool Art - www.maarakoolart.com

“As a family business at our core, we have successfully rolled the same culture through all parts of the Group, ensuring that we do things the right way... because we just should and always have!”





A WORD FROM OUR CEO

Just a handful of years ago, when asked what ESG meant, I would've been reaching for an answer, but today I am very excited to be putting my full support behind the dedicated team within the Wormal Group to ensure we not only comply but get ahead of the curve on what is the single most important business initiative of our lifetime.

As a Group of Companies, when we first committed to embrace the ESG movement, there was naturally a bit of education required at the Senior Management level within the Companies, including for myself. Given the scale of our operations, we recognized the paramount importance of upholding the highest degree of corporate responsibility. Our position in the supply chain and our extensive reach meant that our actions had far-reaching implications.

I think the single most exciting thing I have learnt to date with respect to the ESG requirements, is that we as a Group of Companies have already been so conscientious in the way we operate and have made great strides in this space. Our strong Environmental, Social, and Governance commitment and achievements, even prior to formal documentation, make me exceptionally proud to lead the Wormal Group into its next exciting phase.

Celebrating 40 years of operation in 2024, Wormal Civil is the longest-standing member of the Wormal Group of Companies, and it is there that many of our inherent cultural characteristics have developed. As a family business at our core, we have successfully rolled the same culture through all parts of the Group, ensuring that we do things the right way... because we just should and always have!

I look forward to propelling the Wormal Group ahead in all areas related to our ESG commitment. This steadfast attitude emanates from me, permeates through the Senior Management Team, and resonates in every corner of the Group. We are committed and will deliver without compromise. Our experienced working group is tirelessly crafting our ESG strategies, ensuring that we not only meet but exceed our promises.

Thank you.

Shane Wormal
Chief Executive Officer

ABOUT US

At Wormald Group, our commitment to robust Environmental, Social, and Governance (ESG) practices is deeply rooted in our core beliefs and operational strategies:

1

Size and Responsibility: Given the scale and scope of our operations, we recognize the paramount importance of upholding the highest degree of corporate responsibility. Our expansive reach amplifies our impact, making our commitment to ESG not just a choice but a necessity.

2

Supply Chain Influence: As a pivotal player in the supply chain, our actions resonate throughout the ecosystem. We understand that our decisions and initiatives directly influence broader industry practices and standards. Hence, we leverage this position responsibly, driving positive change and setting benchmarks for others to follow.

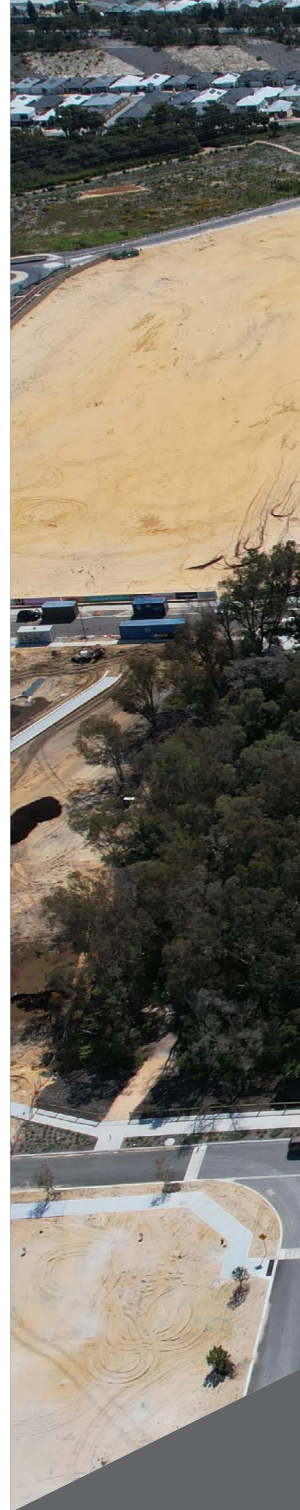
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Strategic Growth Perspective: Beyond our immediate operational concerns, we view ESG as a foundational element that underpins the long-term success and expansion of Wormald Group. By integrating strong ESG principles, we not only fortify our reputation and stakeholder trust but also unlock avenues for sustainable growth and innovation.

By intertwining these perspectives, Wormald Group is not only embracing its societal responsibilities but also positioning itself for enduring success in a rapidly evolving business landscape.

The Wormald Group of companies comprises five complementary businesses:

- Wormald Civil
- Smartstream Technology
- Beaufox Industries
- Caves Road Sand Supplies
- West Coast Block Supply





KEY HIGHLIGHTS

EMPLOYEE STRENGTH

The Wormal Group employs over 500 people, fostering a diverse, skilled and dedicated workforce.

VERTICAL INTEGRATION FOCUS

Our strategic emphasis on vertical integration sets us apart. Under the leadership of our CEO, Shane Wormal, we have actively pursued vertical integration by bringing numerous operations in-house. This approach allows us to have greater control over our supply chain, improve operational efficiencies, and enhance the delivery of our projects.

SUSTAINABLE PRACTICES

Our commitment to sustainability extends to our focus on vertical integration, enabling us to exercise greater control over our carbon footprint reduction. We take pride in the fact that our integrated operations allow for the reuse of waste throughout the group between businesses, contributing to a more environmentally responsible and resource-efficient business model.

OUR GROUP



WORMALL CIVIL

Wormall Civil, our pioneering business, commenced operations in 1984 as a specialist civil contractor. At its core, Wormall Civil exemplifies a legacy of family-driven business, initiated by its founder, Ray Wormall, and presently owned and steered by his son, Shane Wormall. This continuity underscores the commitment to excellence and values that define our operations. Today, the group hosts a large number of long-standing employees, who are collectively dedicated to the sustained success and growth of the group.

Over the years, we have achieved continual growth by fostering close partnerships with valued clients, consultant teams, and key stakeholders. In 2024, we are proudly celebrating 40 years of uninterrupted operations.

Employing over 400 people, we take pride in our dedicated and skilled workforce. While our focus remains on the land development sector, we have successfully diversified our portfolio to include projects in the mining and resources sector, road projects meeting Main Roads WA standards, and various civil infrastructure works.

Our commitment to delivering outstanding results is deeply rooted in our family-oriented ethos. This multi-generational leadership has been instrumental in our evolution from primarily being an underground services installation company into a main contractor. This pivotal shift, initiated in the early 2000s, has propelled the company into becoming the leading civil engineering construction company in Western Australia, operating primarily in the land development sector.

The longevity of our relationships, coupled with our proven performance on both complex and straightforward projects, has often resulted in the award of multiple ongoing stages of work with loyal clients.

Moving forward, our commitment remains unwavering in seeking out avenues that enhance the well-being of our clients. We will persist in exploring diverse opportunities across various sectors, all while upholding our steadfast dedication to our core client base in land development.



SMARTSTREAM TECHNOLOGY

Smartstream Technology is a leading manufacturer of innovative wastewater and stormwater products. Its cutting-edge products, crafted with roto-moulded plastic and precast concrete, have garnered international recognition, finding applications in New Zealand, Indonesia, the USA, Canada, and Fiji.

The main office in Perth serves as the central hub for Smartstream Technology's national and global operations. Originally established to meet the specific needs of its sister company, Wormall Civil, Smartstream Technology has expanded its scope, now catering to the broader civil construction industry.

At the core of Smartstream Technology's success is the revolutionary introduction of the Poo Pit™, a groundbreaking single-use plastic product that surpasses its concrete alternatives in durability. Importantly, these plastic alternatives also contribute significantly to environmental sustainability, with products such as the Poo Pit™ producing 13 times less carbon in their lifecycle compared to their concrete alternatives.

Smartstream Technology continues to be a trailblazer in civil construction, pushing the boundaries of innovation and setting new standards for environmental responsibility and product efficiency.



Beafox Industries



BEAUFIX INDUSTRIES

With more than 30 years of experience, Beafox Industries embraces innovative design techniques and maintains an extremely flexible manufacturing process. This commitment allows us to craft custom plastic injection mouldings and plumbing fittings that meet the highest standards and can be marketed throughout Australia.

Beafox Industries prides itself on process cost efficiency and sustainability. In line with this commitment, any rejected parts and sprues undergo a meticulous recycling process. These materials are collected, ground to a reduced particle size, and seamlessly reintegrated into the raw materials. This sustainable practice not only saves money but also conserves valuable resources while minimizing unnecessary waste.

This addition to Wormal Group has further enhanced the group's capabilities, providing advanced technological solutions and bolstering our manufacturing prowess. Importantly, Beafox Industries contributes to the overall stability of the group's supply chain, ensuring a seamless flow of materials and products. Moreover, this integration has granted Wormal Group better control over our ESG initiatives, reinforcing our commitment to environmental, social, and governance practices.

CAVES ROAD SAND SUPPLIES

Established in response to the sand supply shortage triggered by the COVID-19 housing crisis in 2021 and the lack of available resources, Caves Road Sand Supplies has played a pivotal role in alleviating industry challenges. Initially conceived with the primary objective of supplying Wormal Civil with essential sand resources in the southwest to enhance service delivery and offer increased certainty to clients, the company has undergone significant growth and transformation.

The founding principles of Caves Road Sand Supplies are deeply rooted in the understanding that a stable and reliable supply of construction materials is paramount to the success of construction projects. By stepping into the market during a time of crisis, the company not only contributed to resolving immediate challenges but also positioned itself as a key player in the ongoing development and growth of the Wormal Group.

This strategic addition to the group's portfolio enhances its overall capabilities, ensuring a seamless supply chain and reinforcing control over ESG initiatives. Caves Road Sand Supplies stands as a testament to the Wormal Group's adaptability and commitment to addressing industry needs while staying true to its foundational values.

WEST COAST BLOCK SUPPLY

As the latest addition to the Wormal Group, West Coast Block Supply plays a pivotal role as a dedicated manufacturer and supplier of top-tier retaining wall products. Our commitment to excellence is evident in the meticulous selection of locally sourced premium materials, including reconstituted limestone and gravel blocks.

To ensure the utmost quality, our materials undergo independent testing for strength and density. Employing advanced technologies such as a fully automated batching plant and cutting-edge block-making machines, we consistently deliver products that meet and exceed industry standards. This commitment to quality extends across commercial, government, and residential projects throughout Western Australia.

The integration of West Coast Block Supply into the Wormal Group not only fortifies our ESG initiatives but also amplifies our capabilities within the construction landscape. By bringing the manufacturing and supply of premium retaining wall products in-house, we have achieved greater control over our supply chain and significantly alleviated supply stress for the entire Wormal Group.

As a key player in the industry, West Coast Block Supply caters to the diverse needs of our internal projects and serves as a reliable supplier to others in the construction sector, underscoring our commitment to contributing quality products to the broader construction community whilst also enhancing our position as a leader in sustainable and efficient construction solutions.

Wormall Group understands the importance of implementing effective ESG processes throughout its businesses in order to lead the way within our space and provide not only our industry, but the community at large with tangible results.



OUR SUSTAINABILITY FRAMEWORK

SUSTAINABLE DEVELOPMENT GOALS

Wormall Group understands the importance of implementing effective ESG processes throughout its businesses in order to lead the way within our space and provide not only our industry, but the community at large with tangible results. We are dedicated to aligning our operations with The Sustainable Development Goals (SDGs), a set of 17 global objectives established by the United Nations General Assembly. These goals aim to steer the world towards a more sustainable and equitable future, addressing a spectrum of social, economic, and environmental challenges. The SDGs serve as a valuable framework for businesses, offering insights into their impact on various aspects of the ecosystem.

This framework assists Wormall Group in understanding and strategically addressing key issues, enabling the group to contribute meaningfully to the SDGs while aligning with its overarching business objectives. It guides the decision-making process, ensuring that Wormall Group's initiatives are in harmony with the SDGs, and facilitates the transparent reporting of ESG performance.

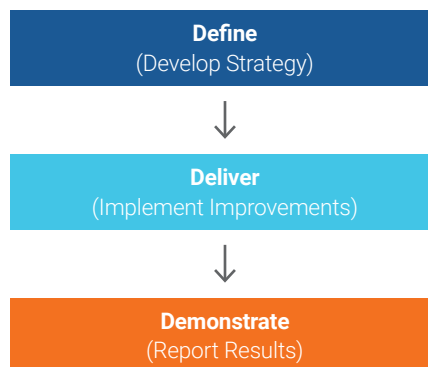
Leveraging its scale and diverse operations, Wormall Group directly influences 12 SDGs, guiding its commitment to a sustainable and equitable future:

- Good Health and Well-Being
- Quality Education
- Gender Equality
- Clean Water and Sanitation
- Decent Work and Economic Growth
- Reduced Inequalities
- Sustainable Cities and Communities
- Responsible Consumption and Production
- Climate Action
- Life on Land
- Peace, Justice, and Strong Institutions
- Partnerships for the Goals



METHODOLOGY

Wormall Group's approach to embedding strong ESG practices follows a structured Sustainability Strategy:



Over the next 12 months, Wormall Group will execute the identified improvements outlined in the following Sustainability Strategy and provide a comprehensive Sustainability Report in the fourth quarter of 2024.

OUR SUSTAINABILITY STRATEGY

DEFINING A PATH TO A SUSTAINABLE FUTURE

Wormall Group remains steadfast in championing robust ESG practices, as delineated in our carefully curated Sustainability Strategy. Our unwavering commitment to ESG is deeply ingrained, emphasizing corporate responsibility at its zenith. Recognising our significant role in the supply chain, we understand the expansive impact of our decisions.

This strategic framework evolves through three fundamental stages: Define, Deliver, and Demonstrate.

DEFINE

Develop Strategy

LEVERAGING INSIGHTS

- Utilizing Global Reporting Initiative material topics to identify areas for improvement.
- Team member survey gauging the significance of Sustainable Development Goals (SDGs) to Wormall Group.
- Collaborating with the Senior Management Team to outline initiatives and create an action plan.
- Conducting a thorough analysis of Wormall Group's business landscape to understand stakeholder concerns.
- Categorizing and prioritizing actions aligned with SDGs and material topics.
- Formalizing the plan into a comprehensive Sustainability Strategy.

DELIVER

Implement Improvements

Over the next 12 months, Wormall Group commits to implementing strategic improvements outlined in the Sustainability Strategy across various facets of our operations.





In the course of shaping our comprehensive strategy, Wormall Group has identified 14 environmental initiatives that are already in motion, demonstrating our proactive stance toward sustainability.



ENVIRONMENT: FOSTERING POSITIVE IMPACT

Building upon existing initiatives, Wormal Group has made significant strides in advancing positive environmental impact. Notably, Wormal Civil stands proudly as a bearer of the ISO 14001:2015 (Environmental Management) certification, underscoring our commitment to environmental stewardship.

In the course of shaping our comprehensive strategy, Wormal Group has identified 14 environmental initiatives that are already in motion, demonstrating our proactive stance toward sustainability. Two standout initiatives within Smartstream Technology further exemplify our commitment:

SMARTSTREAM TECHNOLOGY'S INNOVATIONS

The Poo Pit™ Maintenance Shaft

Crafted from polyethylene, the Poo Pit™ maintenance shaft surpasses its traditional counterpart, offering enhanced safety and durability while significantly reducing carbon emissions. This groundbreaking product aligns with our dedication to environmentally responsible alternatives in civil infrastructure.

Eco BITE™ Gross Pollutant Trap

An innovative and cost-efficient solution, the Eco BITE™ Gross Pollutant Trap stands as a multi-pollutant trap. Designed to effectively remove contaminants and pollutants from fluid transport networks, this environmentally friendly product plays a crucial role in safeguarding downstream ecological systems.

Moreover, our commitment to sustainability is further showcased through Wormal Civil's outstanding achievement in maintaining a commendably high recycling rate for all materials collected by our waste collection partner across our facilities and construction sites. This surpasses the expected Western Australian targets (85%), affirming our dedication to responsible resource management.

Looking ahead to 2024 and beyond, Wormal Group's environmental initiatives encompass a holistic approach:

1. MATERIAL USE

- Advocacy for durable plastic products as industry alternatives.
- Inclusion of sustainable options in tender submissions.

2. WASTE

- Sustaining a recycling rate exceeding state standards.
- Initiatives to reduce consumption, increase material reuse, and promote responsible waste disposal.

3. ENERGY & EMISSIONS

- Crafting a Net Zero strategy encompassing scope 1, 2, and 3 emissions.
- Augmenting solar power capacity for on-site and facility needs, including proprietary site solar hut technology.
- Exploring opportunities for fleet electrification and low-emission fuels.

4. WATER

- Encouraging industry-wide adoption of pollutant traps.
- Exploration of rainwater and recycled water usage.

5. BIODIVERSITY & LAND

- Adhering to land clearing regulations.
- Evaluation of a land rehabilitation program for carbon emission mitigation.
- Internal promotion of wildlife relocation programs.



Our commitment extends to employee well-being programs, demonstrating our dedication to fostering a supportive and healthy work environment. We maintain ambitious health and safety targets, ensuring the welfare of our workforce remains paramount.

SOCIAL COMMITMENTS: A PLEDGE TO COMMUNITY WELL-BEING

Wormall Group prioritizes social responsibilities with a dedicated focus on 14 existing initiatives, showcasing our unwavering commitment to fostering a positive impact within the communities we serve. Our commitment to safety and health is exemplified through Wormall Civil's ISO 45001:2018 (Workplace Health and Safety Management) certification, embodying the core beliefs that guide our practices:

Zero Harm

No fatality, serious injury, or disease is acceptable within our operations.

Safety as a Priority

No task is so crucial that it cannot be executed safely.

Risk Management

All hazards are identified, and their risks are meticulously managed.

Duty of Care

Every individual holds a duty of care for their safety and the well-being of others.

Continuous Improvement

Safety and health performances are viewed as opportunities for constant enhancement.

Efficiency with Safety

Observance of safe operating procedures does not compromise operational efficiency, provided adequate preparation and planning are undertaken.

These beliefs are further conveyed through Wormall Groups value 'SARDA'. The Acronym 'SARDA' (Safe – Agile – Responsible – Driven – Authentic), encapsulates Wormall Group's values and goals and underscores our very existence as a respected and responsible corporate entity.



S

Safe

Safety is at the forefront of everything we do, and we won't be compromised. Ever.



A

Agile

Our local ownership, empowered Senior Management Team and flat organisational structure means we can pivot and respond quickly to resolve problems, seize opportunities, and add value for our clients.



R

Responsible

Honest and fair dealings characterise everything we do. We are financially strong, prudent and dependable. We ensure we operate in a responsible manner across all activities of our business.



D

Driven

We have a positive 'can do' mindset and relentless drive and energy. We strive for better, every single day.



A

Authentic

Our business is underpinned by family values and genuine care for our clients, staff and stakeholders. We give everyone opportunity to succeed, grow and prosper.

Our commitment extends to employee well-being programs, demonstrating our dedication to fostering a supportive and healthy work environment. We maintain ambitious health and safety targets, ensuring the welfare of our workforce remains paramount.

Recognizing the need for inclusive employment practices, Wormald Group provides meaningful employment programs to provide rehabilitation back into the workplace for the community at large. Our transition-to-work program is designed to support young people entering the workforce, nurturing talent and fostering growth within the community.

Committed to fostering reconciliation, Wormald Group has implemented a Reconciliation Action Plan. Actively engaging with the Aboriginal and Torres Strait Islander (ATSI) community, we collaborate on the design of artwork at Wormald Group facilities, respecting and celebrating the rich cultural heritage.

Our dedication to equality is reflected in our Equal Opportunity and Best Candidate policies, showcasing our commitment to closing gender gaps and supporting vulnerable and ATSI populations in Australia.

Looking forward, Wormald Group's social initiatives encompass a diverse range of commitments, including:

1. HEALTH & SAFETY

- Strengthening safety measures with a goal towards Zero Harm, complemented by a monthly safety dashboard.
- Expanding well-being and mental health programs, including initiatives like Mates in Construction and an Employee Assistance Program.

2. TRAINING & EDUCATION

- Providing continuous training and mentoring for skills enhancement.
- Job design reviews for elevated job satisfaction.
- Implementation of a learning management system for competency management and online training.

3. DIVERSITY & EQUAL OPPORTUNITY

- Team member education on equal opportunity and best candidate policies.
- Review and development of employment programs for youth, ATSI communities, and disadvantaged individuals.

4. INDIGENOUS RIGHTS

- Implementation of a Reconciliation Action Plan with over 30 targets.
- Active engagement with the ATSI community for artwork designs and support of NAIDOC week events.

5. EMPLOYMENT BENEFITS

- Maintenance of competitive remuneration rates.
- Enhancement of rewards and recognition programs.
- Analysis of team member satisfaction for continuous improvement.

6. OTHER

- Sponsorship of local community events.
- Reporting on ESG initiatives in The Dirt newsletter.





GOVERNANCE EXCELLENCE: ANCHORING OUR BUSINESS AND SUSTAINABILITY

At the core of Wormal Group's ethos is a profound belief in the indispensable role of strong governance in ensuring enduring business performance and sustainability. Anchored in this belief, we have identified four existing governance initiatives that serve as the foundation of our corporate practices:

ISO Accreditations

Wormal Group proudly maintains International Standards Organization (ISO) accreditations in Quality Management, Environmental Management, and Workplace Health and Safety Management, exemplifying our commitment to the highest industry standards.

Advisory Board and Senior Management Team

The Wormal Group is led by CEO and owner, Shane Wormal. Shane enjoys the support of a well-credentialed Advisory Board in understanding the current and likely future environments faced by the business, setting the key strategic direction of the business, managing risk, structuring the balance sheet and finance facilities of the business to ensure strong capital adequacy, and ensuring sound systems and processes are in place.

Day-to-day operations are led by a highly capable and experienced Senior Management Team, many of whom have decades of experience with the group

Economic Impact in the Peel Region

As one of the largest employers in the Peel region of Western Australia, Wormal Group's economic impact extends beyond business performance to actively contribute to the local community's prosperity.

Community Support and Sponsorship

We go beyond business boundaries by providing significant community support through the sponsorship of charities and local community events, both in the Peel region and other parts of Western Australia, with notable examples including the Cowaramup Cricket Club, Munda Biddi Dreaming, Murdoch University Football Club, Shire of Serpentine Jarrahdale Youth Program, Oz Harvest and the Ronald McDonald House Charity (RMHC). This commitment underscores our dedication to fostering community well-being.

“Volunteers are the heartbeat of RMHC, helping to offset costs and allowing the charity to direct more donations to services supporting children and their families. Being able to donate time to RMHC and serving a fresh hot meal to families is an extremely rewarding experience.”

Dominique Kingston

Executive Assistant to the CEO

As we chart our course into 2024, Wormald Group's governance initiatives are poised to set new benchmarks for excellence and sustainability. These initiatives not only fortify our commitment to adhering to the highest standards but also reinforce our role as a responsible corporate entity with a positive impact on both business and community realms.

1. STAKEHOLDER ENGAGEMENT

- Active engagement with industry and government for robust ESG practices, advocating for recycled materials and concrete alternatives.
- Offering ESG initiatives as value-adds to customers.

2. PROCUREMENT PRACTICES

- Preference for sustainable products from local suppliers where feasible.
- Explore the risk of forced labour along the group's supply chain.
- Inclusion of an ESG section in subcontractor questionnaires.

3. REPORTING PRACTICES

- Review of reporting practices, leveraging digital transformation for streamlined processes.

4. ECONOMIC IMPACT

- Reporting on job creation and community sponsorships both statewide and nationally.
- Review of tax compliance and reporting issues reported to the Senior Management Team.

5. OTHER

- Encouraging behaviours aligned with Group values.
- Review of ethics practices, implementation of a whistle-blower policy, and establishment of conflict of interest registers for senior managers and the advisory board.
- Enhancement of data privacy through digital transformation, cybersecurity education, and third-party cybersecurity audits.



DEMONSTRATE

Report Results

In line with our commitment to transparency, Wormald Group, already heavily underway in our sustainability endeavours, is poised to present a comprehensive Sustainability Report in the fourth quarter of 2024.

This report will showcase the tangible results stemming from the strategic improvements implemented across our operations, underscoring our dedication to positive environmental and social outcomes.



SHANE WORMALD
CEO
Overall accountability, Stakeholder Engagement



DAVID FOORD
General Manager
Stakeholder Engagement, Economic Impact



MICK MULLAN
Chief Operating Officer
Reporting Practices, Risk Management



DANIEL CHIDLOW
Chief Financial Officer
Economic Impact, Ethics & Anti-Corruption



SAJI VARGHESE
Group Financial Controller
Economic Impact



BEN DYSART
Construction Manager
Procurement Practices



ROXLEY PENNEY
WHSEQ Manager
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Emissions & Energy



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National Operations Manager, Smartstream
Material Use, Water



WORKING TOGETHER

Based on this Sustainability Strategy, Wormald Group is committed to driving positive environmental and social outcomes for the broader community. Whilst we acknowledge that this won't be an easy journey, we are committed to going beyond what is required in order to be at the forefront of the industry in this space. As is evident in Wormald Civil's motto which encapsulates the values of not only that company but the group in its entirety, we are eager to engage with others in our space to ensure an effective implementation of ESG processes across the industry as a whole.

Together We Deliver.



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