



15th January 2025

Sustainability Policy

Purpose

Pandanus Workforce is committed to building a sustainable future through responsible business practices that minimise environmental impact, enhance social wellbeing, and deliver long-term economic value.

This policy outlines our approach to integrating sustainability across all aspects of our operations, workforce solutions, and supply chain partnerships.

Scope

This policy applies to all Pandanus Workforce employees, contractors, suppliers, and business partners operating across Australia. It covers all areas of our business, including workforce supply to civil, construction, and renewable energy projects, corporate operations, and community engagement activities.

Policy Commitment

Pandanus Workforce recognises that sustainability is central to responsible business performance and is committed to achieving excellence in environmental stewardship, social responsibility, and ethical governance. We focus on:

- **Environmental Responsibility** – Reducing waste, emissions, and energy consumption through efficient operations, sustainable products, and innovative technologies.
- **Social Responsibility** – Creating employment pathways that strengthen local communities, enhance diversity, and promote safe, inclusive workplaces.
- **Economic Responsibility** – Building long-term value through transparent governance, ethical supply chains, and partnerships that deliver sustainable outcomes for clients and communities.

Implementation

Pandanus Workforce integrates sustainability into daily operations through the following key initiatives:

Energy and Emissions Reduction

- Promotion of **low-emission products and technologies**, including the use of **Cataclean** to reduce fuel emissions and improve plant efficiency.
- Implementation of **energy-efficient practices** in offices and project sites, including reduced travel, carpooling, and local workforce engagement to minimise carbon footprint.

Waste Management and Resource Efficiency

- Adoption of the **reduce, reuse, recycle** hierarchy across all sites.
- Responsible management of waste materials, segregation systems, and recycling programs to divert waste from landfill.
- Encouraging suppliers to adopt sustainable packaging and environmentally responsible manufacturing practices.

Local and Regional Procurement

- Preference for **local and regional suppliers** to reduce transport emissions and support local economies.
- Active engagement of **Indigenous-owned and socially responsible businesses** to strengthen supplier diversity and community empowerment.

Sustainable Workforce Practices

- Employment and training programs that prioritise **local, Indigenous, and female participation**, including our partnership with the **National Association of Women in Construction (NAWIC)** to promote gender diversity.
- Continuous education of employees on sustainability, environmental awareness, and responsible site behaviour.

Innovation and Continuous Improvement

- Ongoing research and adoption of **innovative technologies** that improve operational efficiency and environmental outcomes.
- Integration of **AI-driven workforce management systems** to enhance resource allocation, reduce idle time, and lower project emissions.

Communication and Training

Sustainability principles are embedded into Pandanus Workforce's **induction and ongoing training programs**, ensuring all employees understand their environmental and social responsibilities.

Regular toolbox talks, internal updates, and leadership briefings reinforce sustainable practices and share lessons learned across the organisation.

Monitoring and Reporting

Pandanus Workforce tracks sustainability performance through regular reviews, audits, and client feedback mechanisms. Key performance areas include waste reduction, energy use, emissions, and local engagement outcomes. Findings are used to guide continuous improvement and ensure accountability to our sustainability objectives.

Responsibilities

- **Managing Director** – Provides strategic leadership and ensures alignment with corporate sustainability objectives.
- **Operations and Project Managers** – Implement sustainability practices at all worksites and ensure compliance with client and legislative requirements.
- **All Employees and Contractors** – Are expected to act responsibly, follow environmental procedures, and contribute to sustainable outcomes in their daily work.

Review and Continuous Improvement

This policy will be reviewed annually or following significant operational or legislative changes to ensure it remains effective, relevant, and aligned with our commitment to continuous improvement.

Policy Endorsement

At Pandanus Workforce, sustainability is more than a compliance measure — it is a core value that guides how we work, partner, and grow.

By integrating environmental responsibility, social equity, and innovation into every project, we are helping to create a more sustainable and empowered future for our people, our clients, and our communities.



Peter Babui-Remfrey
Managing Director, Pandanus Workforce