



**STRONG FOUNDATIONS
SUSTAINABLE FUTURE**



SUSTAINABILITY REPORT

FY 2022

CEO MESSAGE

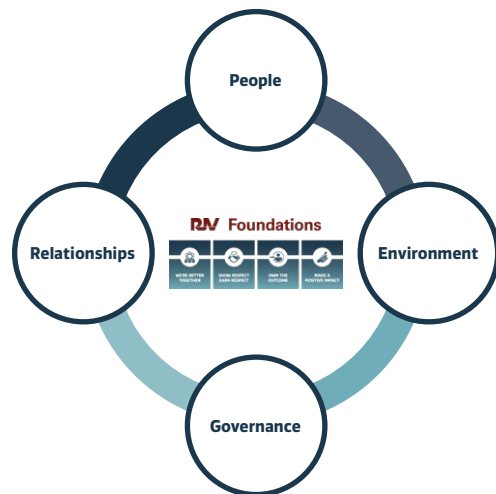
Welcome to RJV's first sustainability report.

This report follows the release in December 2021 of our inaugural sustainability strategy. The strategy was the result of our determination to 'do better' across ESG (environmental, social, governance) factors, to truly live our values – the RJV Foundations – in everything we do, and to go beyond what is required of us as a private company.

The strategy set out the targets to be achieved over the six months from December 2021. It would be a challenge to meet them all in this short period, but we wanted to set the bar high nonetheless.

Broadly, our objectives were, and continue to be: to reduce our environmental footprint; to play an active role in growing and supporting local communities; to support the sustainability objectives of our project partners; and to ensure the socially responsible and ethical operation of our business.

As such, our targets have been classed across four key areas:



The framework we have used to identify our materiality in these areas is derived from the globally recognised and utilised UN Sustainability Development Goals (SDGs) and Global Reporting Initiative (GRI) Reporting Standards. From the 17 SDGs, we have identified 11 to date as material to our operations. Within these, we set our targets along with the key actions required to meet those targets.

It is critical to the sustainability of our business that we take every step we can to improve our standing in these areas and support our clients to meet and exceed their own sustainability objectives. In doing so, we seek to ensure that each community we are involved in establishing is built on a foundation of sustainable actions and measures.

While many of our FY22 targets were met or exceeded, not all were achieved. However, for those that were not met, significant progress was still made. Our efforts will be ongoing and continuously improved to ensure we remain a partner of choice for our clients, and a business our employees and all West Australians can be proud of.

Tim Ryan
CEO

SUSTAINABLE DEVELOPMENT GOALS



People

4 QUALITY EDUCATION



Objective

Continue to develop the skills and capability of our people to better themselves and the quality of services we provide.

Target

Status at 30 June 2022

10% of staff engaged in formal training.

We are pleased to have exceeded our FY22 target with 11.7% of staff engaged in formal training. This training included mechanical and civil construction apprenticeships.

Key actions

Refine training needs analysis.
Increase budget allocation for staff training.

Comments

Training needs will be defined and recorded through our performance development program, due to be rolled out in Oct 2022.
For FY23, we have increased the budget for training to 1.5% of salaries and wages (increased from 1% in FY22).

5 GENDER EQUALITY



Objective

Facilitate and promote the participation of women within the sectors in which we operate.

Target

Status at 30 June 2022

15% female employees.
25% of female employees in formal training.

Our female recruitment and development strategy is still a work in progress. As such, we fell short of our targets for FY22 with 10.5% female employees, and 16.6% of this group in formal training.

Key actions

Develop a female recruitment and development strategy.
Develop and communicate a policy on gender equality associated with pay neutrality and workplace equality.

Comments

Finalising our female recruitment and development strategy and gender equality policy will be a key focus in FY23.

10 REDUCED INEQUALITIES



Objective

Empower and promote the participation of indigenous employees within the sectors in which we operate.

Target

Status at 30 June 2022

5% indigenous employees.
50% of indigenous employees in formal training.

With the refinement of our indigenous recruitment and development strategy still in development, we did not meet our targets for FY22 with 4.1% indigenous employees. However, we exceeded our training target with 57% of this group in formal training.

Key actions

Refine our indigenous recruitment and development strategy.

Comments

Our indigenous recruitment and development strategy is progressing well, and we look forward to formally launching this in FY23.

3 GOOD HEALTH AND WELL-BEING



Objective

Ensure our employees are engaged and have a sense of wellbeing.

Target

Status at 30 June 2022

Conduct employee survey.

Due to the launch of new internal initiatives, an acquisition and a substantial number of new employees joining the business, the decision was made to postpone an employee survey until these groups had sufficiently transitioned into the company. A survey is planned for Q1/Q2 2023.

Key actions

Develop employee survey.
Develop wellbeing program.

Comments

As above.

3 GOOD HEALTH AND WELL-BEING



Objective

Meet or exceed industry benchmarks in relation to safety performance.

Target

Status at 30 June 2022

LTIFR below 2.
TRIFR below 4.

Following the roll-out of a new safety initiative, we are very pleased to report an LTIFR of 1.6 and a TRIFR of 3.1 for FY22, below the targeted figures.

Key actions

Execute safety improvement initiative.

Comments

In FY22 we rolled out a number of actions as part of a safety improvement strategic initiative. The initiative had a significant positive impact on our safety performance.

Environment

7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION




Objective

Decarbonise our operations through initiatives to reduce energy consumption and increase the use of renewable energy.


FY22 Target	Status at 30 June 2022
Meet or exceed industry benchmarks in relation to environmental performance.	The five actions we set ourselves, which focused on carbon reduction strategies in areas of key environmental impact, were all implemented in FY22.

Key actions for FY22	Comments
Invest in fleet management tools, systems and analytics to monitor fleet usage.	<p>We have begun deployment of a fleetwide telematics system which is currently two thirds complete. The technology will enable us to better manage and monitor the utilisation of our assets, minimise idle times to reduce fuel use and emissions, and detect any unsafe practices to improve safety for all our operators.</p> <p>Our fleet replacement plan has seen around 20 brand new heavy plant items added to our fleet during FY22 with the old plant retired and auctioned.</p> <p>An environmental performance review of each item of new equipment is undertaken prior to purchase to ensure a reduced environmental footprint.</p> <p>In FY22 we trialled the use of an advanced fuel in several items of heavy plant to determine if fuel emissions could be reduced and are currently reviewing the impact on carbon reductions.</p> <p>We are also in discussions with carbon credit enterprises regarding potential partnerships and are exploring construction or purchase of solar power cells for our sites.</p>
Execute a fleet replacement plan to modernise fleet to reduce plant emissions.	
Consider environmental impacts when analysing fleet disposal and replacement options.	
Collaborate with our fuel energy provider to identify opportunities to implement new fuel technologies and options.	
Offer clients tenders that include the use of advanced fuels or carbon reduction options.	

14 LIFE BELOW WATER



15 LIFE ON LAND



Objective

Meet or exceed industry benchmarks in relation to environmental performance.

FY22 Target	Status at 30 June 2022
Zero serious environmental incidents.	We are pleased to report no environmental incidents or prosecutions during FY22.
Zero environmental prosecutions.	

Key actions for FY22	Comments
Identify tender items that could be delivered in a more sustainable way.	We are now offering a separate rate in our tenders for the use of recycled product alternatives.
Communicate alternative tender options to clients.	

11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



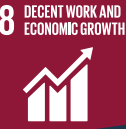

Objective

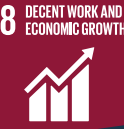

Implement innovative solutions to manage waste in our operations.

FY22 Target	Status at 30 June 2022
Set waste reuse or recycling targets for each project.	The setting of targets for waste reuse or recycling at each project was not achieved in FY22 and will be a focus area for FY23.

Key actions for FY22	Comments
Recycle hydrocarbon products from vehicle wash down by separating recyclable products into relevant collection receptacles.	<p>A hydrocarbon waste separation and recycling program is now in place including a hydrocarbon waste collection agreement for waste grease drums, oil drums, oils, coolant and brake fluids. General waste collection is also in place.</p> <p>Our waste reduction strategy to identify further waste reduction opportunities has also been completed and has led to the following outcomes:</p> <ul style="list-style-type: none"> • Tyres - disposed of through licensed waste control facility. • Cardboard - separated and recycled. • Waste batteries - disposed through environmental provider. • Workshop cleaning products - review completed and the use of biodegradable no-phosphate non-corrosive products are now being used where possible. • Workshop chemicals - review completed and no CFC products are being used. • Fire suppression systems - conversion from standard foam to the environmentally friendly foam F3 Silvara Fluorine Free (lower toxicity levels and low environmental impact). • LV wash pad - now exceeds compliance for legislated requirements with additional servicing and water testing undertaken and additional filter installed to reduce waste entering the system. • E-waste - disposed through the appropriate disposal facilities. • Plastic pipes - collected and recycled at each site.
Develop a strategy for further waste reduction.	

Governance

	
<p>Objective</p> <p>Demonstrate a high level of corporate governance.</p>	
<p>Target</p> <p>No breaches of code of conduct, anti-bribery and corruption policy, or whistleblower policy. Production of annual modern slavery statement.</p>	<p>Status at 30 June 2022</p> <p>No breaches of our code of conduct, anti-bribery and corruption policy, or whistleblower policy were made in FY22. Our 2021 statement is complete. Development of our 2022 statement is underway.</p>
<p>Key actions</p> <p>Develop and implement anti-bribery and corruption policy. Implement whistleblower policy.</p>	<p>Comments</p> <p>Our anti-bribery and corruption policy is complete and can be viewed on our website. Our whistle blower policy is complete and can be viewed on our website.</p>

	
<p>Objective</p> <p>Ensure our sub-contractors demonstrate a high level of corporate governance.</p>	
<p>Target</p> <p>Sub-contractors' pre-qualification to include submission of code of conduct and modern slavery statement.</p>	<p>Status at 30 June 2022</p> <p>Pre-qualification application for our sub-contractors' now include the requirement for a code of conduct and modern slavery statement.</p>
<p>Key actions</p> <p>Include submission of sub-contractors' code of conduct and modern slavery statement as part of pre-qualification.</p>	<p>Comments</p> <p>As above.</p>



Relationships

11 SUSTAINABLE CITIES AND COMMUNITIES		8 DECENT WORK AND ECONOMIC GROWTH	
Objective		Objective	
Provide opportunities to small and local sub-contractors.		Provide opportunities to indigenous businesses.	
Target	Status at 30 June 2022	Target	Status at 30 June 2022
Develop a small/local business engagement target.	This strategy is a work in progress. Our new target will be to have this strategy live at five of our long term projects across the metropolitan area by 30 June 2023.	Set annual target for supplier/sub-contractor agreements with indigenous businesses.	This strategy will be linked with the local sub-contractor strategy and will seek to identify through that process indigenous businesses within specific local government areas.
Key actions	Comments	Key actions	Comments
Identify small/local sub-contractors through pre-qualification process.	Once the above strategy is live, we will be able to identify and prequalify subcontractors in the relevant local government areas	Develop an indigenous business engagement strategy.	As above.

7 AFFORDABLE AND CLEAN ENERGY		13 CLIMATE ACTION	
Objective		Objective	
Offer clients alternative tenders that assist them in meeting their sustainability objectives and targets.		Offer clients alternative tenders that assist them in meeting their sustainability objectives and targets.	
Target	Status at 30 June 2022	Target	Status at 30 June 2022
Commence providing alternative tenders.	Our civil tenders now include recycled product alternatives for client consideration. New mining tenders will incorporate fuel and emission offset options.	Commence providing alternative tenders.	Our civil tenders now include recycled product alternatives for client consideration. New mining tenders will incorporate fuel and emission offset options.
Key actions	Comments	Key actions	Comments
Communication of alternative tender option to clients.	As above.	Communication of alternative tender option to clients.	As above.

11 SUSTAINABLE CITIES AND COMMUNITIES	
Objective	
Enhance our relationships with the communities in which we work.	
Target	
Conduct community satisfaction survey.	
Status at 30 June 2022	
This will be undertaken following the roll out of the local business engagement strategy.	
Key actions	
Develop community survey.	
Comments	
As above.	



📍 4 & 5 Kirke Street
Balcatta Western Australia 6021

☎ + 61 8 9345 3999

🌐 rjv.com.au

[in](#) [company/rjv](#)

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