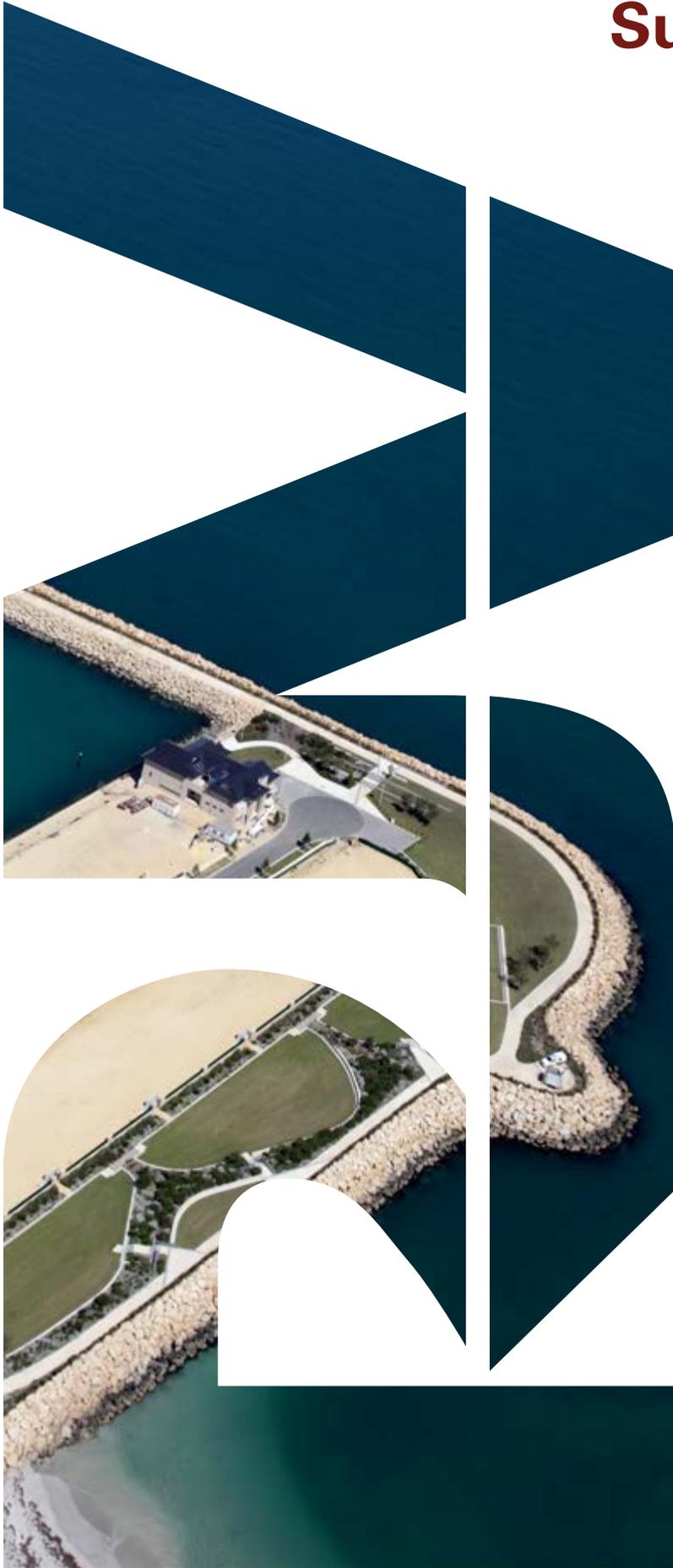


# Sustainability Strategy 2023



**STRONG FOUNDATIONS  
SUSTAINABLE FUTURE**

# ABOUT US

**Our purpose is to bring people together to support the sustainable development of Western Australia's communities, infrastructure and resources.**

## **Strong foundations**

Operating since 1955, RJV is one of WA's most established civil construction and mining contractors.

We bring a 65+ year history of proven performance in the delivery of civil infrastructure, urban renewal, mining services and marine infrastructure to the public and private sector.

## **Sustainable future**

Our belief is that contractors must take an active role in sustainability.

We bring foresight and future-thinking to the table to provide a service to our clients that extends beyond contract scopes to a true alignment of values, genuine partnership, and the achievement of mutual social and environmental objectives.

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***We focus on working collaboratively with our project partners and stakeholders to shape a sustainable future for WA.***

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***Sustainable development is defined by the United Nations as development that meets the needs of the present without compromising the ability of future generations to meet their own needs.***

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## Civil infrastructure

We are engaged to deliver a broad range of WA public and private infrastructure projects including Main Roads WA, land development and community green space development.



## Mining services

We provide tailored end-to-end mining and civil services across the WA resource and energy sectors enabling our clients, stakeholders and communities to achieve flexible, tailored and successful project outcomes.



## Urban renewal

We work with government bodies and developers to regenerate urban environments and create more sustainable communities.



## Marine infrastructure

We provide land and seaside marine infrastructure services across metropolitan and regional regions, enabling WA communities and businesses an improved way to interact with our vast coastline.

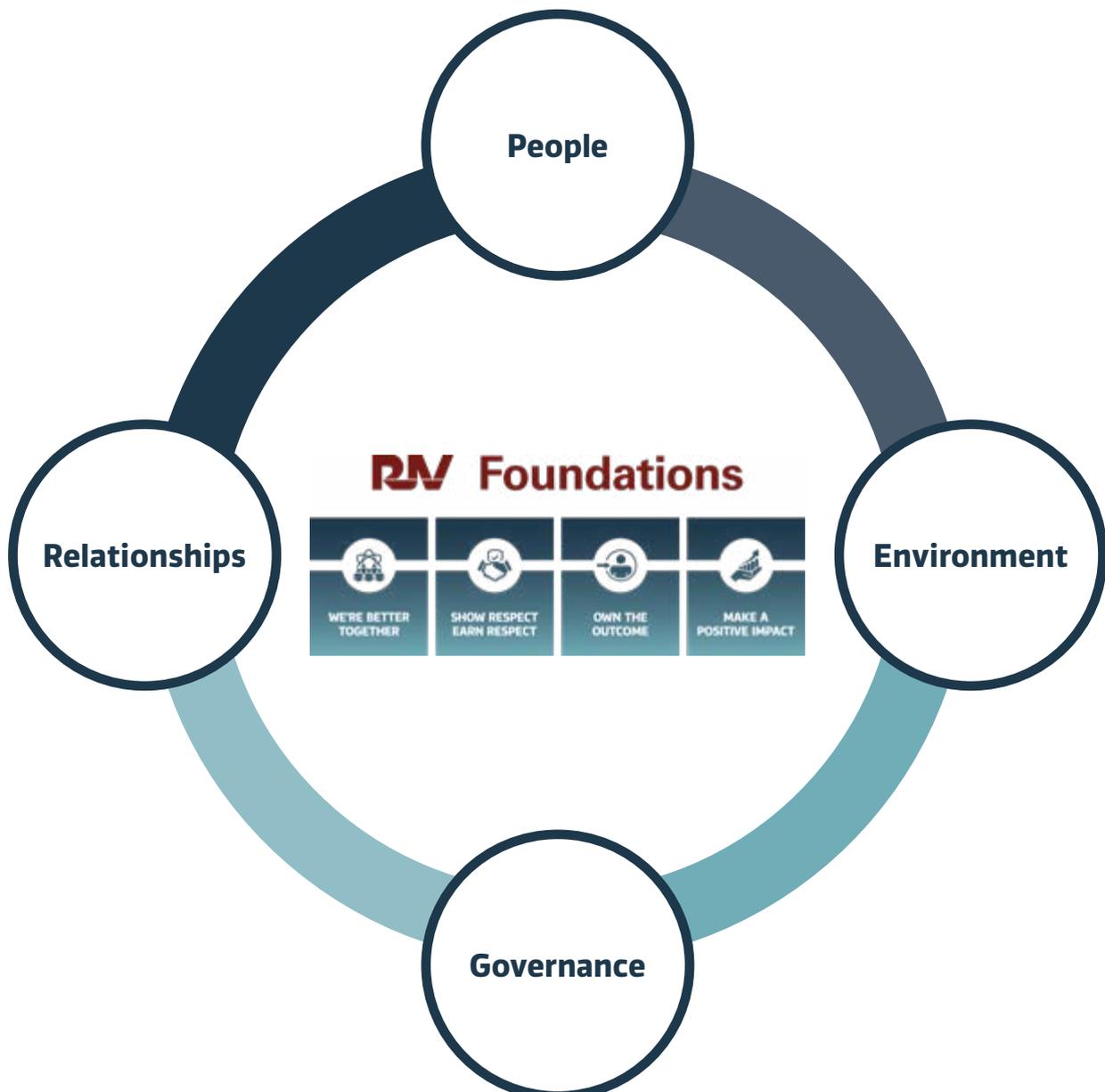
# OUR SUSTAINABILITY FRAMEWORK

**RJV recognises the global and local shift in thinking around social, governance and environmental issues and the role business must play in sustaining natural resources and creating sustainable communities.**

Our **Vision of Zero Harm** integrates safety, environment and community, and together with the RJV Foundations underpins our sustainability strategy.

The strategy aims to safeguard the future of our people, and the communities and environments in which we operate.

**Aligned with the United Nation's Sustainable Development Goals, we are proactively identifying sustainability strategies and solutions in the following four key areas.**



# SUSTAINABLE DEVELOPMENT GOALS



## Our approach to developing our sustainability framework

This four-year strategy determines how we have aligned our four key areas of impact with the UN's Sustainable Development Goals and how we will plan, deliver and measure our contribution towards the goals.

It follows our inaugural sustainability strategy released in 2021.

The Sustainable Development Goals are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.

The 17 Goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development which set out a 15-year plan to achieve the Goals.

This strategy will continue to evolve as we further develop our knowledge, resources and understanding of our materiality.

# OUR SUSTAINABILITY ACTION PLAN

## People

 <p><b>Objective</b></p>	 <p><b>Objective</b></p>	 <p><b>Objective</b></p>	 <p><b>Objective</b></p>	 <p><b>Objective</b></p>
<p><b>Continue to develop the skills and capability of our people to better themselves and the quality of services we provide.</b></p>	<p><b>Increase workforce diversity, inclusion and equality.</b></p>	<p><b>Increase the attraction, recruitment, development and retention of Aboriginal employees.</b></p>	<p><b>Ensure our employees are engaged and have a sense of wellbeing.</b></p>	<p><b>Meet or exceed industry benchmarks in relation to safety performance.</b></p>
<p><b>Target</b></p> <ul style="list-style-type: none"> <li>10% of staff engaged in formal training programs.</li> </ul>	<p>Refer to RJV's dedicated <i>diversity, inclusion and equality strategy</i> for detailed targets and actions.</p>	<p>Refer to RJV's dedicated <i>Aboriginal engagement and recruitment strategy</i> for detailed targets and actions.</p>	<p><b>Target</b></p> <ul style="list-style-type: none"> <li>Achieve a satisfactory result in the employee engagement survey (target to be defined once the employee engagement survey has been developed).</li> </ul>	<p><b>Target</b></p> <ul style="list-style-type: none"> <li>LTIFR below 2.</li> <li>TRIFR below 4.</li> </ul>
<p><b>Key actions</b></p> <ul style="list-style-type: none"> <li>Roll-out enhanced RJV performance and development planning process.</li> <li>Develop and implement the RJV training, development and external education policy.</li> </ul>			<p><b>Key actions</b></p> <ul style="list-style-type: none"> <li>An employee engagement survey will be developed and conducted by a third party during 2023, and then annually.</li> </ul>	<p><b>Key actions</b></p> <ul style="list-style-type: none"> <li>Continue to identify improvements to our safety management system that further enable us to reduce the risk of injuries occurring.</li> </ul>

# Environment

7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## Objective

**Maintain our commitment to the net zero journey by tracing our carbon footprint, revising our net zero strategy and plan, and taking reasonable decarbonisation actions to fulfil our net zero targets.**

## Target

- ⦿ Short-term: Net zero for head offices and workshops by 2024.
- ⦿ Near-term: Reduce scope 1 and 2 emissions intensity by 30% by 2030 (from 2022 emissions intensity).
- ⦿ Long-term: Net zero across all operations for scope 1 and 2 emissions by 2050 or earlier.

## Key actions

### ► Strategy and targets

- Conduct a baseline of scope 1 and 2 emissions.
- Investigate a range of decarbonisation opportunities and establish a marginal abatement cost curve (MACC).
- Use this data to update our sustainability strategy and action plans.

### ► Energy efficiency

- Continue to evaluate fuel efficiency measures, and implement opportunities to reduce Scope 1 emissions as they become available.
- Continue to improve monitoring and analysis of fleet management data to identify opportunities for greater fuel efficiencies.

### ► Fleet replacement and refurbishment

- Continue to monitor OEM timelines and announcements regarding new hybrid (diesel-electric) or battery-electric models.
- Continue to evaluate business cases for replacement of vehicles with hybrid (diesel-electric) or battery-electric models and implement when viable.

### ► Scope 3 emissions

- Conduct a baseline of scope 3 emissions and consider updating our sustainability and actions plans for scope 3 emissions.

14 LIFE BELOW WATER



15 LIFE ON LAND



## Objective

**Meet or exceed industry benchmarks in relation to environmental performance.**

## Target

- ⦿ Zero serious environmental incidents.
- ⦿ Zero environmental prosecutions.

## Key actions

- Continue to identify improvements to our environmental management system that further enable us to reduce the risk of a serious environmental incident occurring.



Image credit: DevelopmentWA

# Governance

8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



**Objective**

**Demonstrate a high level of corporate governance.**

**Target**

- ⦿ No breaches of code of conduct, anti-bribery and corruption policy, or whistleblower policy.
- ⦿ No breaches of Modern Slavery Act.

**Key actions**

- Continue to identify improvements to our compliance management system that further reduce the risk of non-compliances occurring.
- Production of annual modern slavery statement.

8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



**Objective**

**Ensure our sub-contractors demonstrate a high level of corporate governance.**

**Target**

- ⦿ No breaches by our sub-contractors of their codes of conduct.
- ⦿ No breaches by our sub-contractors of the Modern Slavery Act.

**Key actions**

- Continue to ensure sub-contractors submit codes of conduct and modern slavery statements as part of the sub-contractor qualification and management process.
- Audit our sub-contractors' compliance with their code of conduct and the Modern Slavery Act.

Image credit: Perron Treeby



# Relationships

<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 
<p><b>Objective</b></p> <p><b>Increase locally-based suppliers, sub-contractors and employees at our projects.</b></p>		<p><b>Objective</b></p> <p><b>Increase the engagement of local Aboriginal businesses on our contracts.</b></p>	
<p>Refer to RJV's dedicated <i>local sub-contractor engagement and employee recruitment strategy</i> for detailed targets and actions.</p>		<p>Refer to RJV's dedicated <i>Aboriginal engagement and recruitment strategy</i> for detailed targets and actions.</p>	
		<p><b>Objective</b></p> <p><b>Enhance our relationships with the communities in which we work.</b></p>	
		<p><b>Target</b></p> <ul style="list-style-type: none"> <li>⦿ Achieve a satisfactory result in community satisfaction survey (target to be defined once the community satisfaction survey has been developed).</li> </ul>	
		<p><b>Key actions</b></p> <ul style="list-style-type: none"> <li>➤ Develop a community satisfaction survey (to be undertaken following the execution of the actions contained in the local sub-contractor strategy).</li> </ul>	





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