

Vintian Construction are dedicated to upholding the highest standards of responsibility, transparency, and sustainability in our operations. Our commitment to Environment, Social, and Corporate Governance (ESG) principles is fundamental to our long-term success.

This ESG Policy serves as our commitment to our stakeholders, workers, and the community. We will continuously review and update our practices to align with evolving sustainability goals and emerging best practices. We aim to make a positive impact on the environment, community, society, and governance.

Vintian are committed to:

- Preserving local biodiversity, supporting local conservation efforts and minimising any potential negative impacts of our operations on the environment.
- Assess and adapt our operations to mitigate climate change risks, ensuring resilience in changing environmental conditions.
- Minimise waste generation by promoting responsible resource consumption and recycling practices.
- Engage with the local community to support health and wellness initiatives, share knowledge, and contribute to the overall well-being of the region.
- Prioritise the health and well-being of our workers for a thriving workforce.
- Committed to fostering a safe, respectful, diverse and inclusive workforce reflecting the broader community.
- Maintaining the highest ethical standards in all our operations.
- Protection and preservation of sensitive and confidential information, complying with applicable legislation.

We will achieve these objectives by:

- Continually explore energy-efficient technologies and practices to reduce energy consumption and emissions.
- Promoting responsible resource consumption and recycling practices.
- Identify and manage risks relating to waste in our operations and where possible to implemented reduce, re-use and recycle practices to minimise waste generation.
- Provide a safe, respectful and inclusive workplace, promoting work-life balance, reward and recognition programs and offering opportunities for professional development.
- Valuing and respecting individual differences, cultures, ensuring equal opportunities for all employees.
- Maintain a code of conduct to guide our workers and partners, emphasising honesty, integrity, and fairness.

We encourage all of our stakeholders to contribute towards the development of this Policy and to challenge any non-compliant or ineffective practices.

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This Policy will be reviewed every 12mths in our Management Review Meeting (MRM) to ensure its appropriateness, accuracy, and value.



Srda Deric
Managing Director