



Sustainability Policy 2015

Matt Durbin Associates is engaged in delivering more sustainable solutions for our people, our customers and the wider community and environment in which we work and live. We will promote best sustainable practice and comply with guidance set out by government and regulatory bodies. This policy reflects our commitment to ensuring that sustainability is paramount to our company.

Our Commitment to:

Climate Change & Energy

Matt Durbin Associates will work to reduce its impact on climate change by minimising all of our uses of energy. A key factor in this will be planning how we reduce our use of energy and emissions of greenhouse gases in transport. As a small company it is imperative that we are efficient in terms of planning transport to and from the worksite, and encouraging shared transportation. This efficiency must be extended to the planning of deliveries of materials and equipment.

Communities

Matt Durbin Associates will be good neighbours who engage with, work with, and support our local communities. We will create an excellent workplace where our people are valued, engaged and skilled; and promote Health and Safety. Through the way we work and behave all our employees and stakeholders will be protected from the risks of occupational injury or ill health.

We will attract, develop and retain local people by becoming an employer of choice. We will work in a way that supports our values and ensures equal opportunities within our diverse workforce. By engaging, respecting and understanding our community stakeholders we will make a positive contribution to their environment and quality of life.

Consumption and Production

We will work with our customers and suppliers to achieve 'more with less', through more efficient use of human and material resources, considering life cycle impacts and delivering sustainable, profitable and socially beneficial outcomes.

Environmental Enhancement

We will responsibly manage our impact on the environment through use of natural resources, minimising waste and by protecting and enhancing our environment. We will not pollute or contaminate land or water and will manage our waste responsibly. We will work with our supply chain to deliver mutually sustainable solutions that deliver value for money.

This policy has immediate effect and replaces all previous versions. This policy will be reviewed and amended, as necessary

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**Matt Durbin
Managing Director
Matt Durbin Associates Ltd.**