

SUSTAINABILITY REPORT 2022



meinhardt.net
MEINHARDT (THAILAND) LIMITED

MEINHARDT

"Our environment is all we have"

If we don't take care of it, who will?



ABOUT THIS REPORT

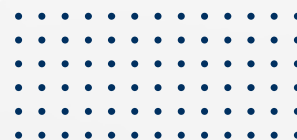
Meinhardt's Sustainability Report Year 2022 is a document that analyses our long-term success and prospects for the future. This report summarises our sustainability performance for the year 2022. Our sustainability report is an effective way to communicate our environmental and social initiatives to any interested parties. This report will be updated annually and in doing so, can help us track our progress and identify risks & opportunities within our company.

Our Sustainability Report is based on GRI's (Global Reporting Initiative) sustainability reporting framework, i.e., environment, social, and governance or ESG. The report provides a transparent overview of our performance. We see the compilation of this report not only as a reporting tool, but also as a way to review our activities, which helps us to improve our overall sustainability performance in every detail, moving forward step by step with a focus on the circular economy for our business.



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MESSAGE FROM THE MD

01

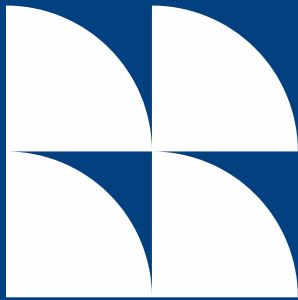


John L. Pollard

Managing Director, Meinhardt (Thailand) Ltd.
Director, Meinhardt Asia Pty Ltd.
Group CEO – South Asia, Meinhardt Group
International Limited.

"Meinhardt (Thailand)'s continuing success is based on an impressive record of providing quality engineering services that respond to the challenges of innovative design needs. Our ultimate responsibility is to ensure that a project is implemented right, on time and within budget".

WHO WE ARE



Visit us

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1550 New Petchburi Road Makkasan,
Ratchtevee, Bangkok 10400, Thailand

Contact us

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F+66 2207 0574
Ethai@meinhardt.net
www.meinhardt.net

Meinhardt (Thailand) Ltd. was established in 1991 after successfully working on several major projects in the 1980s. The Thailand office provides engineering consultancy services in Civil, Structural, Electrical, Mechanical, Sanitary, Façade, Lighting, Traffic Engineering, and Building Physics. Our engineers work in a multi-disciplinary environment and have gained a high appreciation for the interfacing requirements between structure, civil works and mechanical and electrical services. Consequently, our designs incorporate multi-disciplines as an inherent part of the design philosophy.

Meinhardt (Thailand) Ltd. carries professional indemnity insurance and has registered engineers to make all building Authority Submissions. We will continue to focus on acquiring, training and retaining the best talent in the industry to sharpen our competitive edge, whilst delivering client-focused and powerful engineering solutions that are sustainable and highly efficient.

The Thailand Office has been assessed and certified as meeting the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, Thailand's Private Sector Collective Action Against Corruption (CAC) and EcoVadis.



BOARD OF DIRECTORS



John L. Pollard
Managing Director
Group Regional CEO



Chaichana Chainiwes
Director



Chen Yao Hui
Director



John S. Anderson
Director



Theera Wattanasup
Director



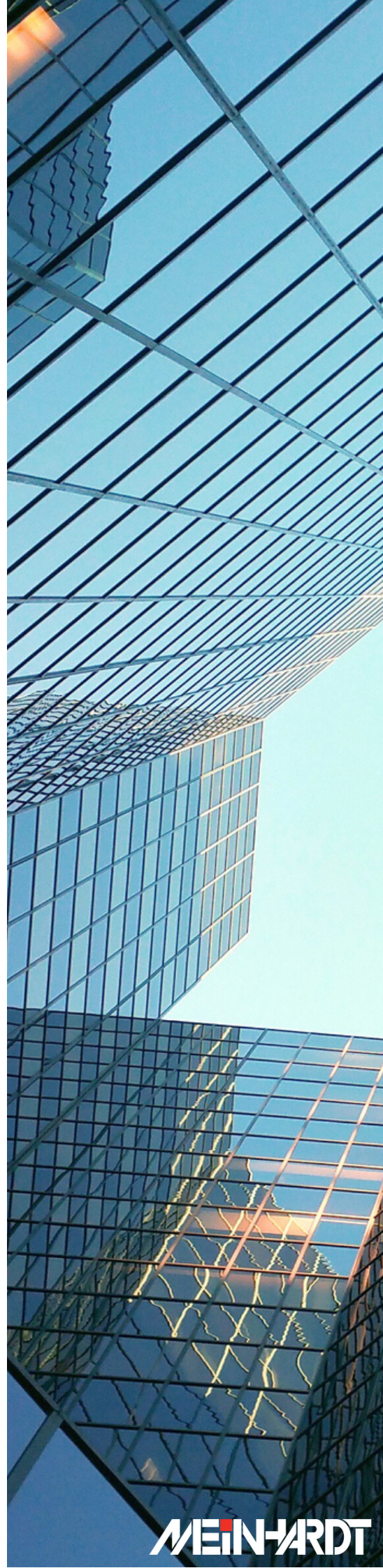
Sasiporn Sirilatthaporn
Director



Matthew T. Silvester
Director



Sompoche Sirichote
Director



OUR SERVICES

We provide 12 consultancy services with fully integrated and multi-disciplinary, start-to-end seamless delivery.

Our continuing success is based on an impressive record of providing quality engineering services that respond to the challenges of innovative design needs. Our ultimate responsibility is to ensure that a project is implemented right, on time and within budget.



**Civil &
Geotechnical**



Structural



MEP



**Fire
Protection**



EPCM



ESD



**Façade
Technology**



**Lighting
Design**



Transport



BIM



**Infra-
structure**



**Smart
Buildings**

SECTORS



Hotels & Resorts

600+



**Residential Buildings
& Condominiums**

430+



**Industrial Buildings
& Warehouses**

900+



**Offices, Mixed-Use
& Data Centres**

600+



**Educational &
Institutional Buildings**

170+



**Hospitals, Healthcare
& Wellness Centres**

70+



**Retail, Leisure
& Others**

470+

VISION, MISSION, CORE VALUES

VISION

BE THE PREFERRED URBAN & INFRASTRUCTURE SOLUTIONS PROVIDER IN THAILAND AND THE REGION

MISSION

DELIVER COMMERCIALY SUCCESSFUL, HIGHLY BUILDABLE, SUSTAINABLE SOLUTIONS EXCEEDING CLIENTS' EXPECTATIONS

CORE VALUES

1. SUSTAINABILITY
 - Professional Excellence
 - Customer Focus
 - People and Personal Development
 - Integrity
2. CORPORATE GOVERNANCE
3. TECHNOLOGICAL EXCELLENCE
4. COLLABORATION

04 A Year in Review

LET'S CONCLUDE THE FISCAL YEAR OF 2022

\$500+ M

Total income

3000+

Projects awarded

400+

Professional

10,000+

Clients

100+

Project On Going

11+

Nationalities



Our Sustainability Implementation

Meinhardt is committed to conducting business sustainably, in accordance with good corporate governance. We aim to bring shared value in economic, social, environmental and well-being to our own people and those that we do business with.

Meinhardt (Thailand) endeavours to ensure our clients achieve their goals through our innovative and high-quality engineering services exceeding their expectations, to ensure environmental sustainability in our operations and to ensure wellbeing of our people.

Meinhardt (Thailand)'s IMS Policies



Meinhardt (Thailand) Ltd. and all its subsidiaries (Meinhardt from hereafter) are committed to conducting its business in accordance with strict standards of honesty and integrity and to highest levels of professionalism and ethical behavior in delivering its services. Meinhardt's culture values transparency and accountability in its administrative and management practices and we are committed to ensuring the company, its officers and employees, act at all times in compliance with the laws.

Meinhardt (Thailand)'s Anti-Corruption Policies

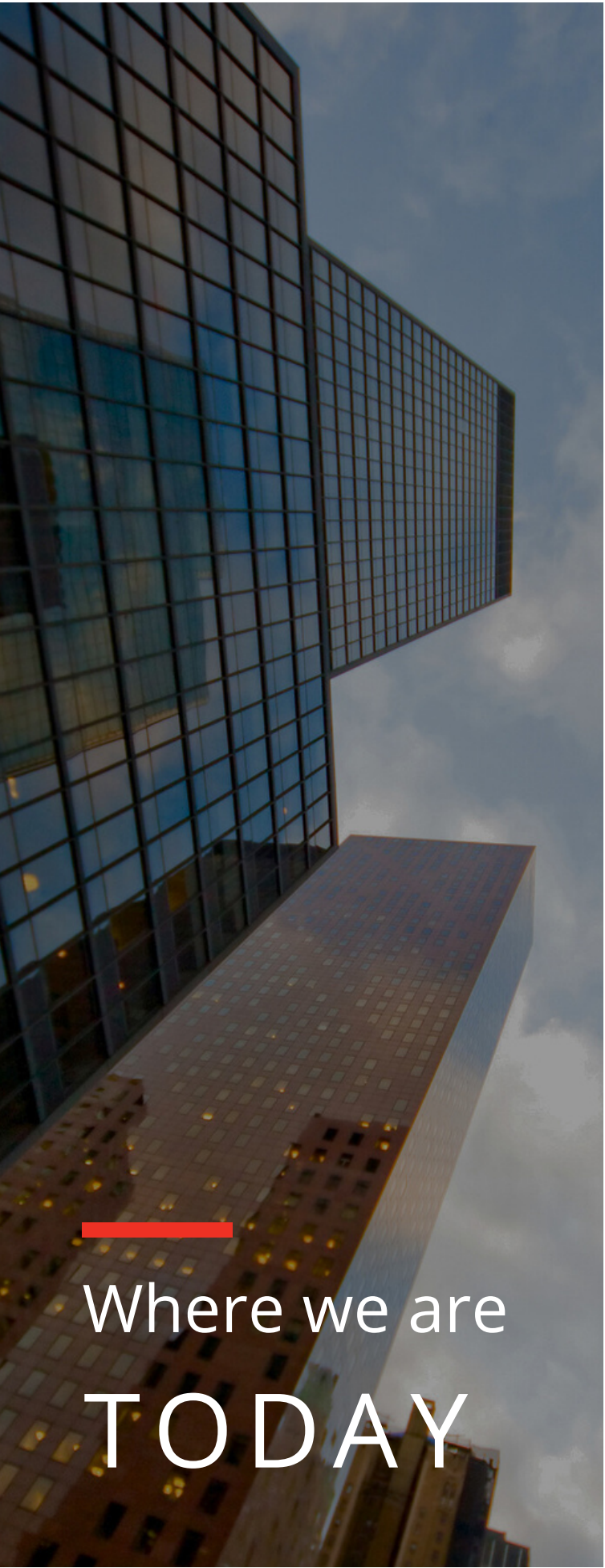
BUILDING INFORMATION MODELLING (BIM)

Building Information Modeling (BIM) is an innovative approach to designing, constructing, and managing buildings and infrastructure projects. While BIM has been around for several years, ongoing advancements continue to shape the way it is implemented and used in the construction industry.

Meinhardt has long recognized the advantages of BIM and how it can drive time and budget savings for building and infrastructure projects. The model-based design increases efficiency within the organization and truly shines during the coordinated project delivery.

Meinhardt's BIM toolset helps automate clash detection reducing costly on-site clashes and ensuring a perfect fit of off-site manufactured elements. Simultaneously using BIM streamlines items count and quantity takeoffs, as these are updated automatically as the model progresses.

Meinhardt takes full advantage of technology using the cloud as a models repository allowing its clients to access project details from anywhere, anytime on any device.



Where we are
TODAY



SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development objectives (SDGs) consist of 17 objectives and 169 targets, including the elimination of poverty and hunger, combating climate change, supporting decent work and growth, and creating sustainable cities and communities. Following the success of the Millennium Development Goals, the Sustainable Development Goals (SDGs) have been developed as part of the 2030 Agenda for Sustainable Development, which has been signed by 193 nations.

Positively, the sustainable development objectives seek to improve infrastructure, thereby creating more resilient cities and communities that are more sustainable. By aligning with the SDGs, Meinhardt Group can have a positive impact as an organisation.

The SDGs serve as a universal framework for businesses to communicate performance, establish goals and actions, engage diverse stakeholders, including investors, and gain access to new market opportunities. The framework promotes collaboration to solve the world's most difficult sustainability problems.

Meinhardt desires to pursue SDGs and their associated benefits and will take a number of measures to maximise the opportunity.

The SDGs we (Meinhardt Group) impact are:



ENSURE HEALTHY LIVES AND PROMOTE WELL - BEING FOR ALL AT ALL AGES



ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL



ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL



BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION



REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES



MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE

Even if it seems like Meinhardt can't make much of an impact on SDGs, change has to happen now. Grassroots efforts lead to broader change, and success snowballs.



ENVIRONMENT

Meinhardt is committed to helping clients succeed while preserving the environment for future generations and achieving our sustainable vision by enhancing our long-term capabilities to generate sustainable business success.

ENVIRONMENT

Environmental sections refer to our environmental impact(s) and risk management practices throughout our business. These include direct and indirect greenhouse gas emissions, management's stewardship over natural resources, and the firm's overall resiliency against physical climate risks (like climate change, flooding, and fires).

At Meinhardt, we established our environmental policies as outlined in our IMS Policies.

"Promoting environmentally friendly culture, prevention of pollution, and protection of the environment in our operations"

Meinhardt established, implements, documents and maintains systems for identifying environmental issues and their associated repercussions that the company can control. and identify the person who is important to the firm.

Meinhardt (Thailand) has been certified to ISO 14001:2015, which is an essential framework for managing an organization's long-term environmental performance. Meinhardt is able to structure, manage, and continuously improve our environmental impact while enhancing operating efficiency in this manner.

We received a silver award from EcoVadis after achieving an 80/100 in the environment area. The EcoVadis methodology framework assesses companies' policies and actions as well as their published reporting related to the environment, labor and human rights, ethics and sustainable procurement.



CLIMATE CHANGE STRATEGY

THE ROAD TO NET ZERO

The climate pact approved in Paris in December 2015 (Paris Agreement), nearly 200 countries around the world agreed to keep global temperature rise well below 2 degrees Celsius and, went even further by agreeing to pursue efforts to limit the increase to 1.5 degrees above pre-industrial levels. Beyond that, scientists predict that natural calamities such as frequent extreme weather occurrences, rising sea levels, and dwindling biodiversity would harm people and livelihoods.

Meinhardt strives to take part in resolving problems and mitigating impacts from climate change while transitioning into a low carbon society according to the Paris Agreement. Meinhardt Group have publicly committed to set a long term science based target to halve emissions by 2030 and reach net zero carbon by 2050, in line with the SBTi Net Zero Standard and the Paris Agreement.

PERFORMANCE SUMMARY

Meinhardt Thailand, Australia, and the UK are the first tiers for this project; however, all offices in the group will need to collect data for this exercise. The first step is to calculate the existing carbon footprint for CY 2019 as the baseline year.

Meinhardt (Thailand) carbon footprint for CY2019 was:

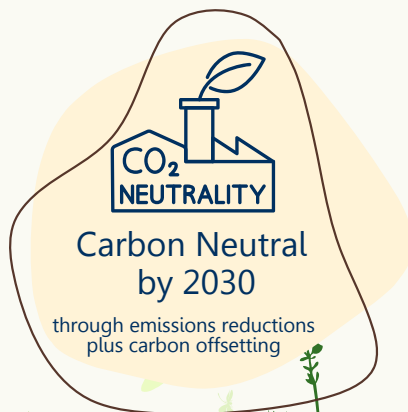
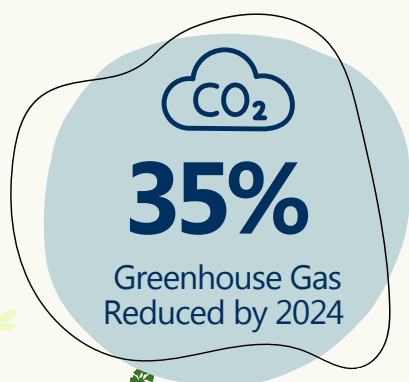
2,017 tons CO₂e.

Largest emissions percentages in 2019 are:

- Staff commute: 45%
- Electricity: 17% (6% in our tenant space, 11% by base building)
- Emissions of subconsultants: 11% (calculated by their total fees x GHG emissions factor)
- Flights: 8%

#We will use CY 2019 data as our base year and begin calculating starting with CY 2022.

TARGETING NET ZERO → NET POSITIVITY



CARBON FOOTPRINT

Currently, "carbon footprint" is frequently used as a synonym for the quantity of carbon emitted by an activity or organization (usually in tonnes). The overall carbon footprint of an office space isn't necessarily just the greenhouse gas emissions coming directly from that office's energy usage or office equipment. Everything involved in operating a business contributes to its carbon footprint, from the way employees get to the office, to the working processes, to its supply chain. Both business owners and employees can take steps to reduce the carbon emissions associated with our companies, thus doing our part to fight climate change and help preserve the natural environment.

Meinhardt (Thailand) has participated in setting the company's science-based target for validation in accordance with the Science-Based Targets Initiative (SBTi) framework, the Meinhardt Group Project (see Road to Net Zero), being a member of the TCNN (Thailand Carbon Neutral Network), and attempting to engage clients and suppliers in environmental impact minimization to help us succeed while preserving the environment for future generations.

At our office, we use a variety of communication tools and try to persuade our staff to reduce their carbon footprint in their everyday lives. For example, we have encouraged our staff to use public transportation to work, as their commute has a significant impact on our carbon footprint. If possible, eliminate carbon emissions by walking or riding a bicycle.

WAYS TO CUT YOUR CARBON FOOTPRINT

In recent years, there has been growing awareness of environmental issues. But we still have some way to go! If like so many of us, you use your car to get to work, visit family, and carry out many day-to-day tasks, it is important to think about these small and everyday steps you can take to cut down the carbon footprint of your car.

FOR SHORT JOURNEYS, WHY NOT WALK?

We know, it is all too easy to get into the habit of jumping in the car for even the smallest of journeys. But if you are just popping to the shop, or running a small errand, it could be even quicker to walk. You can avoid traffic and looking for parking. It can also be a great excuse to get some fresh air and have a little extra exercise.

SMOOTH DRIVING

You might think that after a few years, that driving comes as second nature to you, but have you really thought about it recently? Be your own instructor by paying extra attention to:

- Driving smoothly
- Anticipating stops and starts
- Maintaining a steady speed

This can reduce emissions and help your fuel go further, saving your money.

MAINTENANCE

Car Maintenance should not just focus on avoiding breakdowns. In fact, keeping your car turned up and running efficiently, you can improve safety, save money, and lower your carbon footprint. So make sure to remember to:

- Replace your filters on schedule
- Keep tires properly inflated
- Make time for regular services

It will save you more than just money.

GETTING A NEW CAR?

Consider going electric/hybrid. The government currently offer grants and tax incentives for those purchasing electric cars. It is a great way to cut down on emissions and fuel spending.

Source: <https://www.aviva.ie/insurance/car-articles/cut-carbon-footprint/>

MEINHARDT

For our office management, a more stringent management of energy usage, particularly for lighting, i.e., we turn off the lights during lunch and switch to LED lighting, and office equipment such as computers, printers, and laptops, has been in place since the purchasing process. This has resulted in immediate cost savings at virtually no cost to our business and has also helped us reduce our carbon footprint.

Through these activities, we can have both a positive economic impact on our business by reducing our operating costs as well as a favorable environmental impact.

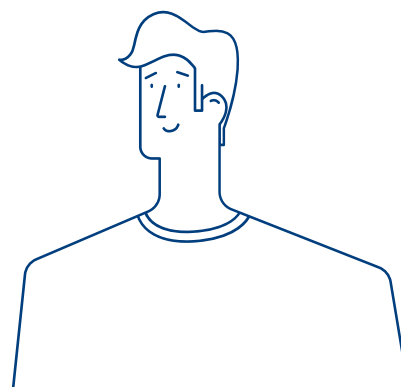
RESOURCE EFFICIENCY

Resource efficiency is an important strategy for decoupling economic growth from environmental deterioration while also improving human well-being. It promotes innovation, the development of new industries, and increases economic competitiveness. Finally, it is beneficial not just to the environment but also to the economy.

Resource efficiency is both a demand and an opportunity for long-term economic growth, with a wide range of views and ways for sustainable development all over the world pointing in the direction of achieving the SDGs.

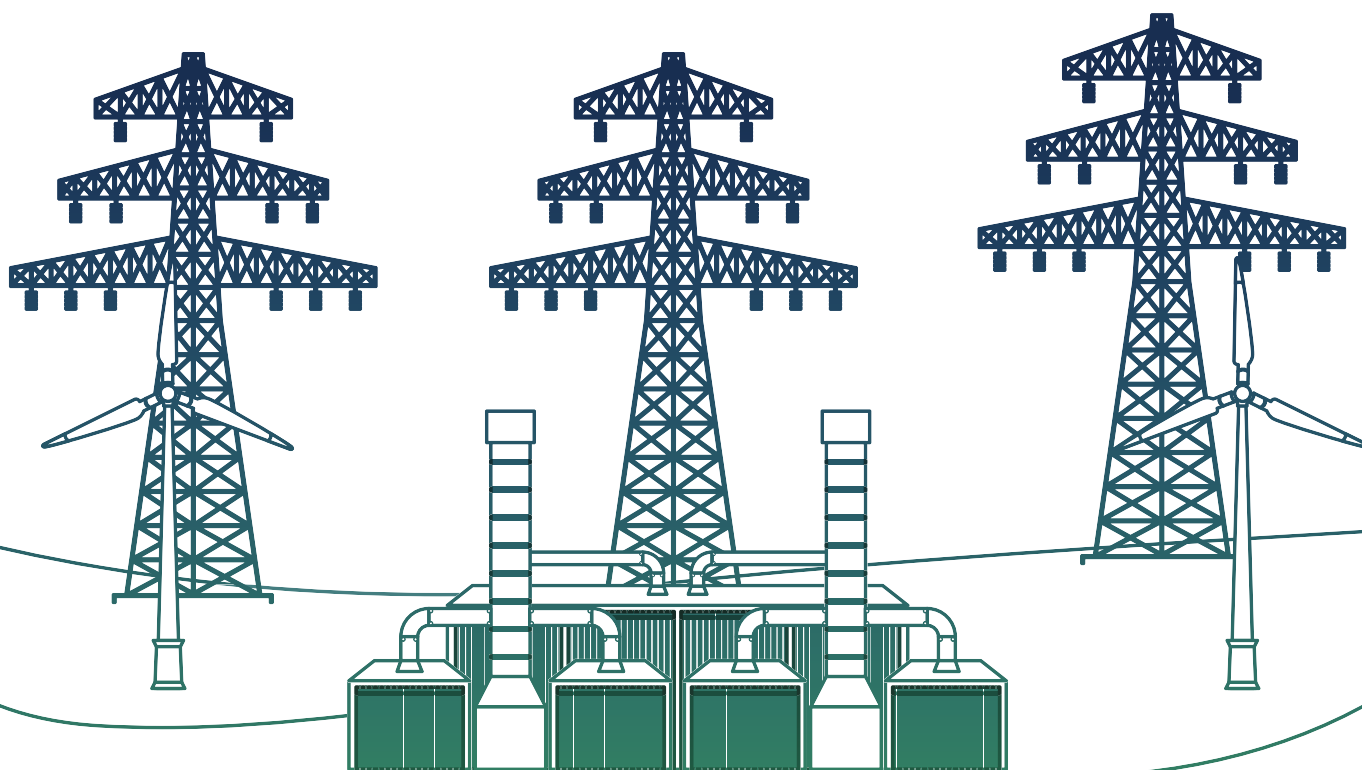
“Resource efficiency – it’s about only taking what we need.”

- Hilary Benn -



Meinhardt (Thailand) is committed to enhancing energy efficiency as part of overall environmental performance, as specified in our Environmental Work Instructions and Guidelines for all of our operations. To that aim, we have to establish an energy management plan that will facilitate technological, infrastructure, and practice improvements, IMS Objectives & Programs No. 7 and No. 8. These plans will include an improvement plan strategy, which will have a significant impact on the firm's energy efficiency and carbon emission performance.

Sustainable waste management is a significant operational area for our company where we can improve our ESG performance, with a beneficial influence on our carbon footprint, operational expenses, and resource efficiency management, which includes waste management, water consumption, and energy efficiency.



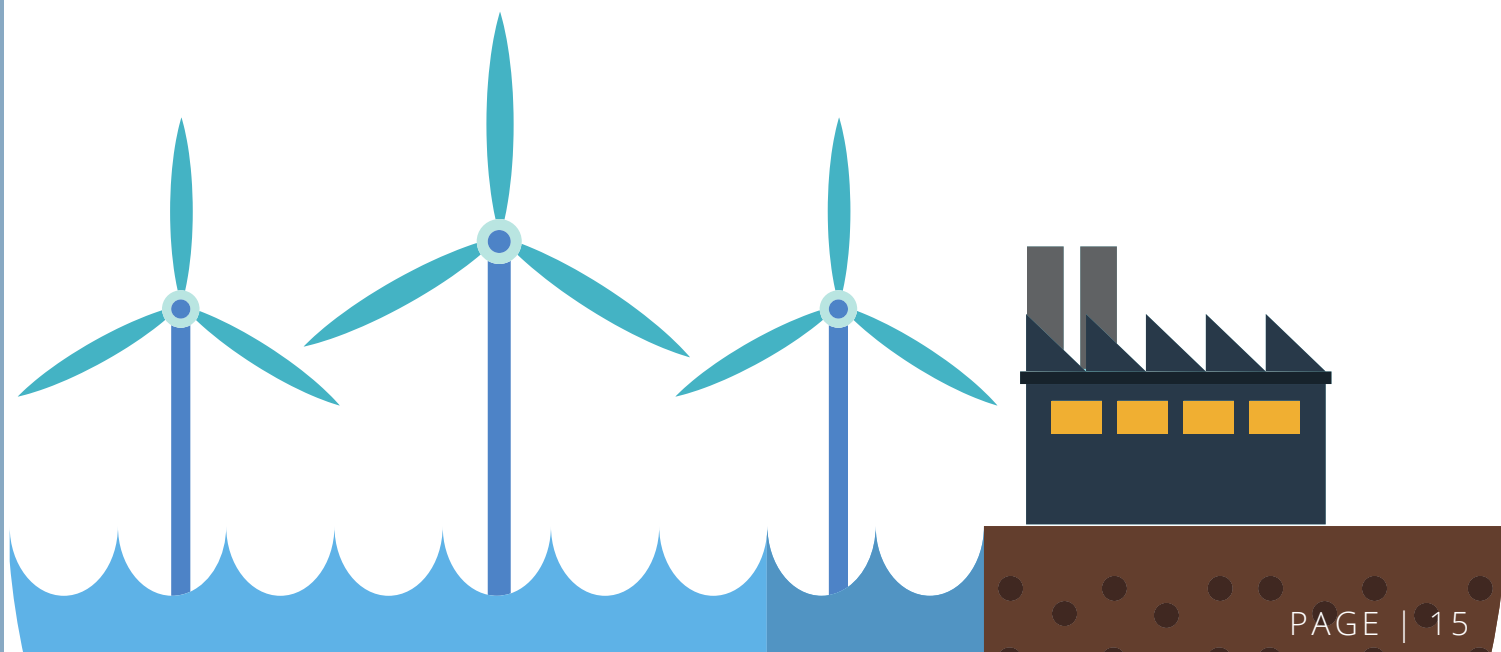
RESOURCE EFFICIENCY

PERFORMANCE SUMMARY

Key Indicator	Activity	Result / Target
Usage of Paper	<ul style="list-style-type: none"> Recycling the paper (paper usage) Recycling used paper 	<ul style="list-style-type: none"> Reduced by 53.32% / 40% Increased by 344.58% / 90%
Hazardous Waste	<ul style="list-style-type: none"> Collected and disposed to collector 	<ul style="list-style-type: none"> 100% / 90%
Waste Segregation	<ul style="list-style-type: none"> Promote the sorting of waste Total weight of waste in tons (1.385 tons) 	<ul style="list-style-type: none"> 95% / 95% Reduce from previous year 49.47% / 20%
Water Consumption	<ul style="list-style-type: none"> Total water consumption (2021 = 1,332.00 THB, 2022 = 1,715.40 THB) 	<ul style="list-style-type: none"> Reduce from previous year XXX% / > 20%
Energy Consumption	<ul style="list-style-type: none"> Energy Consumption (KW/hour) (2021 = 185,973.3 KW-hour, 2022 = 222,639.2 KW-hour) 	<ul style="list-style-type: none"> reduction from previous year -19.72%* / > 10%
Promote Environmental concerns at site	<ul style="list-style-type: none"> Environmental concern Control of pollutions 	<ul style="list-style-type: none"> 91.00% / 90% 96.00% / 90%

These results provide us with the opportunity to identify and address risks, as well as take action to become a responsible, trustworthy firm in an environmentally friendly society. Meinhardt's value chain is extended throughout by enhancing resource use and waste-related behaviors and impacts.

It is becoming increasingly necessary for us to monitor and understand our waste in order to respond effectively to globally concerns about rising waste outputs, resource consumption, and the effects on the environment, society, and economy. Measuring and reporting motivate us to prevent waste at its source, which opens the door to new potential for circular business practices.



WASTE MANAGEMENT

For a long time, the waste we produce has been detrimental to our environment. We produce quite too much waste and are not capable of dealing with it in sustainable ways. Waste that is not biodegradable and cannot be recycled properly is overflowing into our oceans and landfills. Our organic and inorganic waste also contributes significantly to global greenhouse gas emissions. A zero-waste lifestyle not only keeps waste out of landfills, but it also reduces our carbon footprint.

Meinhardt promises to adhere to all waste management laws, including the Constitution of the Kingdom of Thailand (B.E. 2560), the Enhancement and Conservation of National Environmental Quality Act (B.E. 2535), the Public Health Act (B.E. 2535), and the Cleanliness and Tidiness of the Country Act (No. 2), B.E. 2560.

We also committed to educating and encouraging our staff concerning waste management across our whole operations area.

USAGE OF PAPER

Paper is an essential part of everyday life, and we must utilize it properly. We carefully evaluate how much energy and resources are required for paper production, distribution, use, and disposal. The usage of paper is one of our environmentally significant aspects.

At Meinhardt, since 2015, we have made an effort to minimize paper usage and encourage our staff to understand the importance of conserving natural resources. Streamlining systems with efficient tools such as online platforms and applications reduces superfluous use and waste, for example, online meetings, e-learning, and any applications. Choosing recycled paper made by companies that support responsible forest management also contributes to the preservation of the environment.

Throughout the year, we have implemented the following activities to reduce our office's excess paper usage, and established KPIs to measure this matter. In these areas, we met all related performance goals:

- Paper conservation: Promoting a campaign Think before you print, use paper more efficiently, reuse paper, use less paper by effectively using computers and other technology, and use better information systems.
- Sorting One-Sided Used Paper: All one-sided paper has been sorted and recycled for reuse.
- Using the backside of the one-sided used paper: We always use one-sided used paper unless the document is to be issued to external parties or contains confidential information. The paper with both sides used has also been sold to a waste recycling centre outside.



WASTE MANAGEMENT

SORTING SOLID WASTE

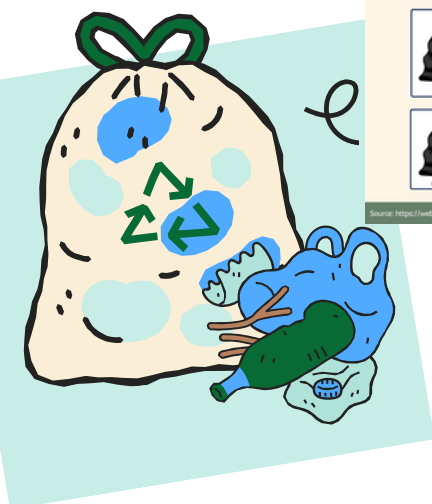
Waste-sorting at workplaces can have multiple positive effects, such as increasing the amount of waste that can be recycled, reducing the amount of waste that ends up in the environment and landfills, and preventing the mixing of waste that threatens the soil and depletes the ozone layer.

We provided recycling stations on each floor to collect paper, plastic, and other waste products. We also promote staff awareness of this issue through 5S activities and internal communication. This promotes increased awareness, waste segregation, and waste reduction. The solid waste from our workplace has been collected and deposited in the appropriate waste/recycling bin, as indicated by the color code. This can help conserve natural resources and reduce pollution.

In addition, we are gradually banning single-use plastics, we've started with communicate to all employees. The longer-term plan is to integrate a 'plastic ban' into Meinhardt's policy.



Source : <https://erdi.cmu.ac.th/?p=2856>



REDUCE
REUSE
RECYCLE



WASTE MANAGEMENT

HAZARDOUS WASTE MANAGEMENT

Every workplace has some amount of hazardous refuse on-site. The definition of hazardous waste is any liquid, gas, or solid that, if handled or used improperly, can cause damage. The variety of waste materials includes cleaning products, chemicals, and other toxic substances. Blood itself is considered a biohazard. It is not difficult to manage hazardous waste if you take the time to implement the proper procedures. In addition, it is necessary to wear protective uniforms, gloves, boots, and other apparel when handling these substances.

Since 2015, we've implemented a waste segregation process at our workplace to manage this significant aspect. By doing so, we are not only able to limit the release of pollution into the environment, but we are also able to collect waste for recycling purposes and instill an environmentally conscious mindset in our employees.

Infectious waste, has expanded significantly during the pandemic period. We have separated infected waste bins from normal trash so that the waste may be handled and disposed of safely.

Along each floor, a container for the disposal of hazardous waste has been installed. The hazardous waste is collected and transferred to the building's hazardous waste collection point, from where it is sent to a treatment center.

Hazardous waste management program as defined in our Environmental Work Instruction & Guidelines with encourage, educate, and communicate with all staff on this matter.

Proper Disposal for Infectious Waste

การจัดการ ขยะติดเชื้อ

We have been placing infectious waste bins at our office for the disposal of used face masks and antigen test kits, so the wastes can be handled and disposed safely.

เราได้จัดวางถังขยะติดเชื้อไว้ที่สำนักงานของเราเพื่อรองรับหน้ากากอนามัยและชุดทดสอบแอนติเจนที่ใช้งานแล้ว เพื่อที่จะได้สามารถจัดการและกำจัดขยะเหล่านี้ได้อย่างปลอดภัย

You could find the bin at these 4 locations as follows;
คุณจะสามารถพบถังขยะติดเชื้อที่ 4 จุดดังนี้

6/F : 1. Pantry Area	ชั้น 6 : จุดที่ 1 บริเวณพื้นที่เตรียมอาหาร
15/F: 2. In front of IT Room	ชั้น 15: จุดที่ 2 บริเวณหน้าห้อง IT
3. In front of SS Room	จุดที่ 3 บริเวณหน้าห้องคุณ SS
16/F: 4. Entrance Area (Nearby M7)	ชั้น 16: จุดที่ 4 บริเวณทางเข้าห้อง M7

Disposal of the Infectious Waste

การกำจัดขยะติดเชื้อ



The face mask, napkins, cotton swabs, the solution tube, and the measuring strip that once used must be disposed properly. Put all these in a plastic bag before throwing it in a bin with red plastic bag designated specifically for infectious waste.

จะต้องกำจัด หน้ากากอนามัย ก๊วยชู่ ผ้าเช็ดหน้า ปลายคอตตอนเช็ด และแถบลำดับของที่ใช้แล้วอย่างถูกต้อง โดยใส่อุปกรณ์ชุดตรวจทั้งหมดลงในถุงพลาสติกก่อนที่จะทิ้งลงในถังขยะที่มีถุงพลาสติกสีแดงซึ่งกำหนดไว้สำหรับขยะติดเชื้อโดยเฉพาะ

<https://www.chula.ac.th/en/highlights/60048/>

MEIN-HARDT

WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT (WEEE) OR E - WASTE

E-waste and its disposal are significant concerns for the environment which impact the entire globe and cause serious health risks to everyone who comes into contact with it in unrestricted conditions. As part of our annual activity to dispose of our WEEE at the end of each year, abandoned IT equipment or any electronic items have been resold at a discount to our employees and donated to a needy place such as school, temple, or foundation. WEEE that cannot be resold or donated has been collected and sent to a recycling centre.



WATER CONSERVATION

With growing population rates and only a small percentage of the earth's water fit for human consumption. Water is the most crucial natural resource required by every living thing on earth. But it has also been misused and wasted.

Water conservation refers to the careful use and maintenance of the water supply, including the amount and quality of water used. Because we all require water to survive, it is our responsibility to learn more about water conservation and how we can contribute to preserve our sources pure and secure for future generations.

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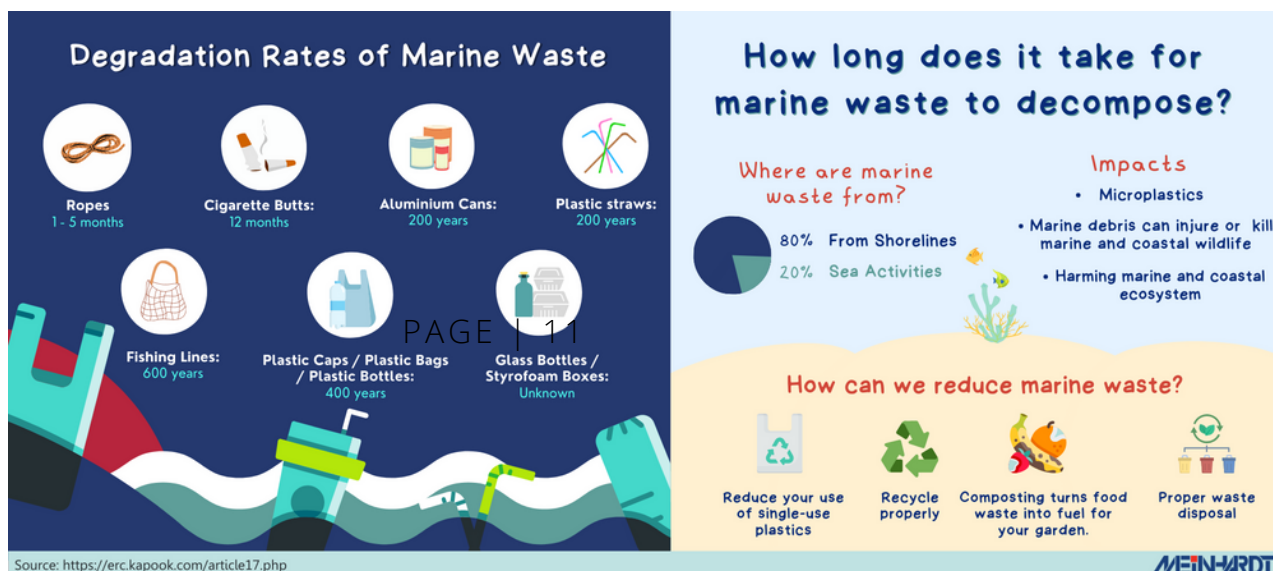
"Ultimately, the world needs flexible and resilient water systems that anticipate and monitor changes in circumstances. Sustainable management techniques need to be implemented to protect water cycles and reduce the impact of human activity on them. These need to go hand-in-hand with optimising water and wastewater provision and consumption, and will require closer collaboration between utilities, users and regulators to incentivise water conservation, reuse and recycling"

Shahzad Nasim
GROUP CHAIRMAN

”

Meinhardt have takes part in water conservation and, at the same time, lowers our water bill. This means saving water also saves the company money. Being more water-efficient means we can run our business and still have water available for tomorrow.

Meinhardt has encouraged and educated our staff on this topic through communication on water-saving habits, encouraging staff to contribute to water-saving ideas, teaching them how to understand the importance of water conservation, and persuading them to change aspects of their behavior. We also encourage others, especially our third-party partners and visitors, to do the same by posting, communicating, and sharing our water conservation plan to remind people to save water in all communication channels.



ENVIRONMENTAL IMPACT AT OUR CONSTRUCTION SITE

Construction projects have a substantial environmental impact. In reality, every aspect of building has a measurable influence. We recognize and take action to reduce the environmental effect of building projects that harm the water, ground, and air we breathe. It is critical to understand the impact of construction in order to mitigate damage. Here are the issues we are concerned about in order to reduce the environmental impact of our construction project.

Environmental Concerns

From the Health, Safety and Environmental (HSE) inspection process, that we applied to the construction sites we manage, controlling of the issues that would affect the environment or the neighbors or the community are the main aim. Noise and vibration controls, waste controls, dust controls are amongst the main issues. We have been establishing the KPI to follow up our performance on this matter, and the result of environmental concern for all of our active sites through 2022 was over the target (91.00%).

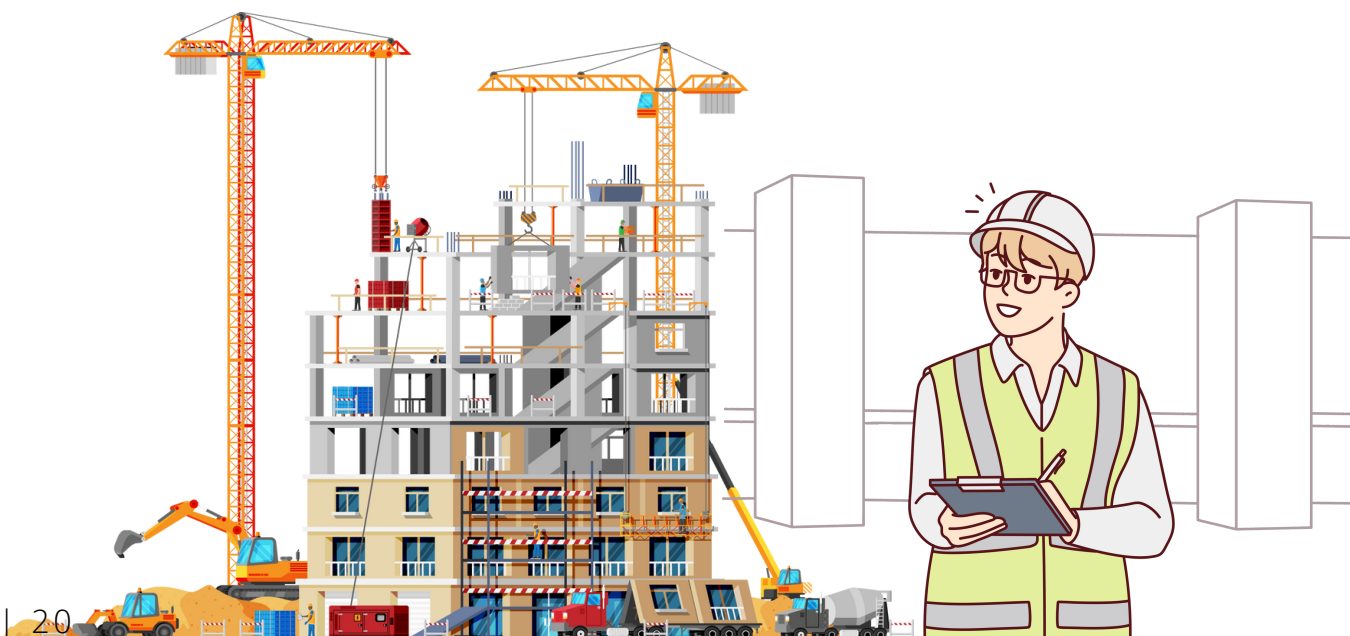
Control of Pollutions

Apart from the environmental concerns, prevention of releasing pollutions to the environment is the other main aim. And controlling of hazardous substances and controlling of wastewater are amongst the main issues for the controlling of pollution at the construction sites we manage.

Meinhardt has promoted pollution prevention at all of our active construction sites by not discharging pollution into the environment. In this regard, we have controlled our performance by establishing KPIs on pollution prevention, and the outcome for the year 2022 exceeded our target (96.00%).

Environmental Aspect Assessment

The Procedure Environmental Aspect Assessment (MTEV) is used to assist the company to identify how our activities and operations affect the environment by identifying the aspects, setting the priority to them, using the Integrated Management System to manage, control, improve upon the impacts and continually improve the system. We carried out this process twice a year, and from the latest assessment, the usage of paper and hazardous waste were the significant aspects from our operations. We have issued the Environmental Work Instructions & Guidelines and communicated to our staff regularly regarding this matter.



ENERGY EFFICIENCY

The climate crisis necessitates immediate and powerful response. It threatens our global economy, our health and safety, as well as the ecosystems upon which we rely. It disproportionately affects developing countries, low-income populations, and people of minority.

Energy efficiency is essential for solving the climate disasters. Most of the time, efficiency measures have proven to be the most cost-effective strategy to address climate change while reducing energy waste, saving money, and extending the use of renewable energy resources on an affordable basis.

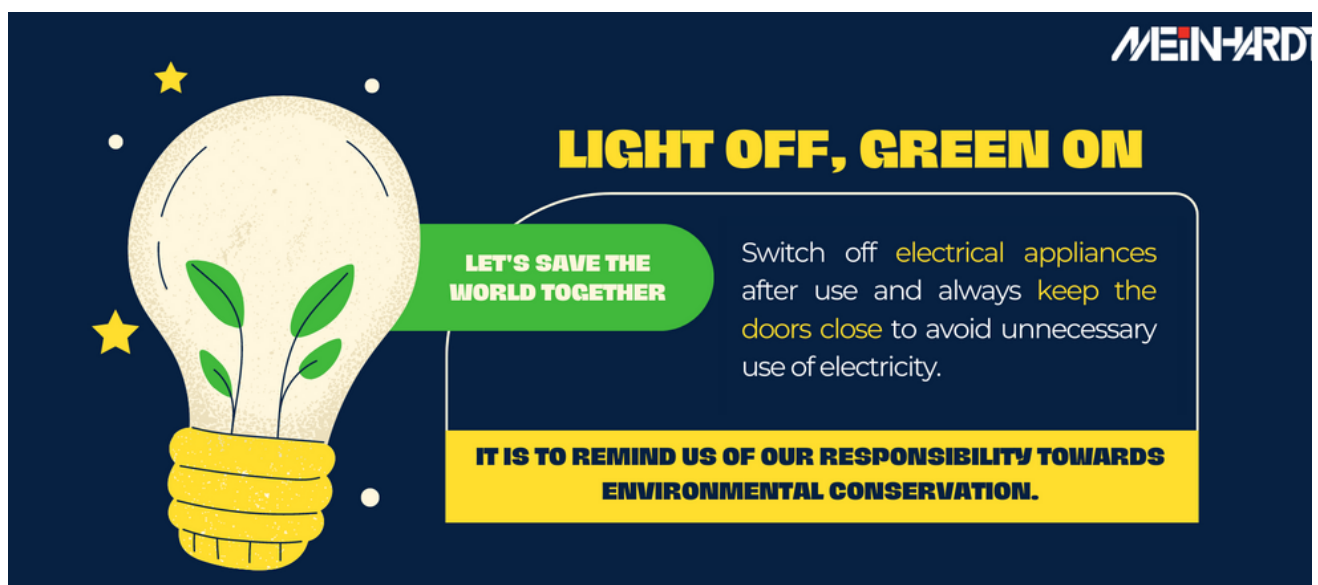
We have monitored our energy bills, and metre readings will help us to understand the overall energy performance of our workplace and identify any spikes in energy use. We'll also be able to compare it with previous years and build a picture of our seasonal energy use pattern.

PERFORMANCE SUMMARY

Key Indicator	Activity	Result / Target
Energy Consumption	<ul style="list-style-type: none"> Energy Consumption (KW/hour) (2021 = 185,973.3 KW-hour, 2022 = 222,639.2 KW-hour) 	<ul style="list-style-type: none"> reduction from previous year -19.72%* / > 10%

REMARK: *In 2021, due to the epidemic, we operated approximately 60% of the total offices, but by 2022, all staff had returned to work at the office, causing electricity expenses to rise and avoided us from reaching our goal.

Whether we are attempting to improve our bottom line or our company's reputation, conserving energy begins with modifying the energy usage habits of our staff and seeking appropriate efficiencies. Regardless of the office infrastructure, equipment, and technology we use, implementing a series of straightforward changes in the workspace and training our staff to work more efficiently could significantly reduce our energy expenses.



SUPPLY CHAIN SUSTAINABILITY

Supply chain sustainability refers to companies' efforts to consider the environmental and human impacts of their products' voyage through the supply chain, from the sourcing of raw materials to production, storage, and delivery, as well as all transportation links. The objective is to minimize environmental damage caused by factors such as energy consumption, water consumption, and refuse production, while having a positive effect on the people and communities surrounding their operations. These considerations are in addition to conventional corporate supply chain concerns regarding revenue and profit. The Value of Supply Chain Sustainability. Environmental, social, and ethical performance – or Sustainability – is an essential factor for smart businesses today, and the supply chain is the biggest lever for impact. Sustainable supply chain practices result in improved brand equity, with sustainable supply chain practices can reduce costs linked to supply chain by 9-16%.

Meinhardt (Thailand) utilizes an EcoVadis assessment with four themes (environment, labor & human rights, ethics, and sustainable procurement) in addition to a dedicated scorecard to monitor and enhance our supply chain sustainability performance. Based on the most recent results (year 2022), we have been awarded a **silver medal** with **90th percentile** in recognition of our sustainable achievements; our scores in every category are above average.

PERFORMANCE SUMMARY

Key Indicator	Activity	Result / Target
EcoVadis Assessment	<ul style="list-style-type: none"> Performance summary 	<ul style="list-style-type: none"> SILVER medal / SILVER medal



SUPPLY CHAIN SUSTAINABILITY

Meinhardt EcoVadis Sustainability Highlights 2022 Performance.

Sustainability Highlights

MEINHARDT (THAILAND) LTD (GROUP)

Bangkok - Thailand | Architectural and engineering activities; technical testing and analysis
 Publication date: 30 Jan 2023
 Valid until: 30 Jan 2024



66 /100
 90th
 percentile

CERTIFICATIONS & ENDORSEMENTS

- ✓ At least one site is ISO 14001 certified

SUSTAINABILITY PERFORMANCE OVERVIEW

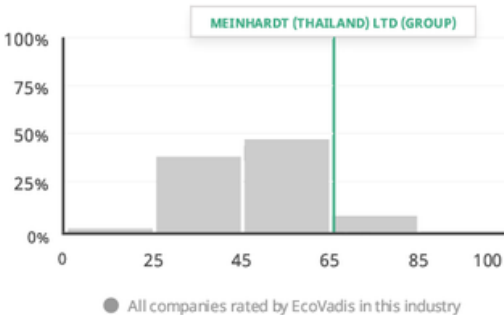
Score breakdown

MEINHARDT (THAILAND) LTD (GROUP) sustainability performance is:
Advanced

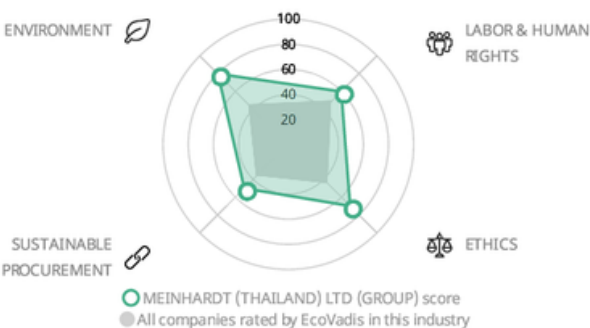
Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score



Overall score distribution



Theme score comparison



* You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

SOCIAL

Meinhardt is committed to considering our people as the core of our success and to developing and supporting both the people within the company and those in the communities where we operate in every aspect of their rights, including human rights, labour standards in the supply chain, any exposure to illegal child labour, gender equality, and more routine issues such as compliance with regulations pertaining to workplace safety and health.

SOCIAL

The social section is the assessment of how a company interacts with the people in its surrounding society, which is one of the three most important factors for comprehending ESG risks and opportunities. Socially responsible investing is an investment strategy that emphasizes this aspect of environmental, social, and governance (ESG). In addition to dealing with racial, gender, and sexual discrimination, promote ethical and socially conscious themes including diversity, inclusion, community-focus, social justice, and corporate ethics.

At Meinhardt, we established our social policies as outlined in our IMS Policies, ACP Policies and Meinhardt Code of Conduct.

Meinhardt (Thailand) Ltd. is committed to fulfilling its social responsibility to a globally recognized level, achieving sustainable and sound performance and sharing growth with its stakeholders.

Meinhardt (Thailand) has been certified to ISO 45001:2018, which is an essential framework for managing an organization's long-term staff health and safety performance. Meinhardt is able to structure, manage, and continuously improve our staff well-being impact while enhancing operating efficiency in this manner.

We received a silver award from EcoVadis after achieving an 60/100 in the labor and human rights. EcoVadis is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor, human rights standards, ethics, and procurement practices.



SOCIAL

PERFORMANCE SUMMARY

Key Indicator	Activity	Result / Target
Develop Staff Competence	<ul style="list-style-type: none"> • Training staff as according to the continuous professional development programme (PDP) 	<ul style="list-style-type: none"> • 56.68%* / 70%
Promote Wellness of Staff (Staff Health & Safety)	<ul style="list-style-type: none"> • Total Staff Wellness Assessment scores • Total of satisfied score with the prevention of Psychosocial issues i.e., Relationship with colleagues and supervisor, Harassed or bullied or intimidated, and Discriminated • Total of satisfied score with Comfort of Workstation • Total of satisfied score with Worries regarding Pollution and Health Issues • Total of satisfied score with prevention of Stress/Muscle Pain/Lack of Exercise 	<ul style="list-style-type: none"> • 80.60% / 80% • 93.10% • 79.30% • 78.90% • 71.60%
OHSC Monthly Meeting (Social Dialogue in Our Workplace)	<ul style="list-style-type: none"> • Monthly meeting 	<ul style="list-style-type: none"> • 12 times / 12 times a year
Forced or Compulsory Labour	<ul style="list-style-type: none"> • Number of forced or compulsory labour within the company-owned operations 	<ul style="list-style-type: none"> • 0 / 0
Issue regarding human rights	<ul style="list-style-type: none"> • Number of human rights incidents • Number of human rights whistleblowing 	<ul style="list-style-type: none"> • 1** / 0 • 0 / 0
Promote Safety	<ul style="list-style-type: none"> • Number of accidents at both head and site offices • Loss time due to accidents 	<ul style="list-style-type: none"> • 0 / 0 • 0 / 0
Promote Safety at site	<ul style="list-style-type: none"> • % of scores fulfilled the safety requirements for each site 	<ul style="list-style-type: none"> • 96.00% / 80%

Reviewed Results:

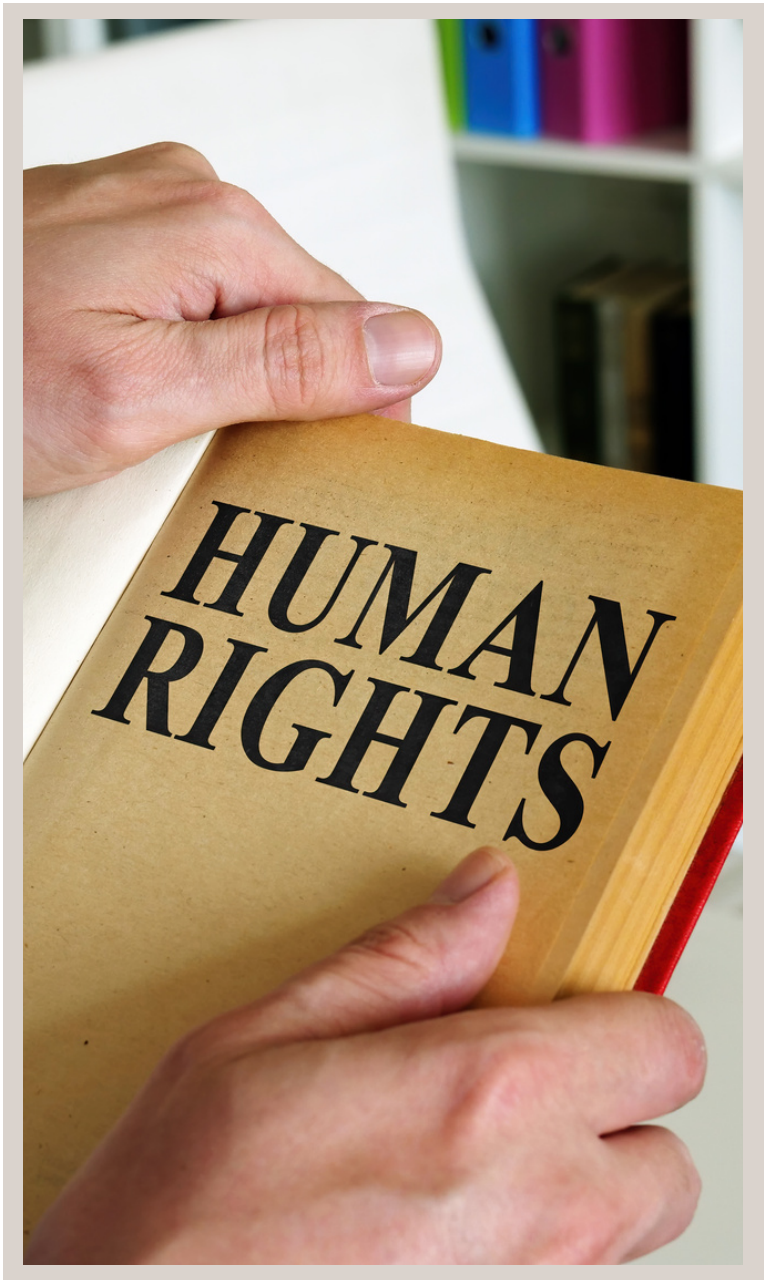
*The overall staff training result for Year 2022 (56.68) was higher than last year (2021 was 44.3%) however, it failed to meet the baseline. The main reason for this was that there were just a few training subjects available to staff in 2022. That was early this year; we are still in a situation of a pandemic of social distancing, and we just began full-online training at the end of 2022.

** The ACSC has investigated this case and found there is some abusive behavior in our company related to human rights issues. In addition, the organization has already taken action in accordance with the Sanction Procedure (ACST-Sanctions) against employees who have violated the rights of others - case closed.

HUMAN & LABOUR RIGHTS

Human rights are essential to both sound corporate social responsibility and a healthy bottom line. Meinhardt has responded to these trends by beginning to incorporate concern for human rights into their daily business operations.

To effectively develop a framework for the relationship between our business activities and human rights, Meinhardt and other stakeholders try to take a step back and consider the impacts of common day-to-day business activities on universally recognized fundamental human rights. At Meinhardt, we established labor practices and human rights policies, such as how to handle employees' health and safety issues, working conditions (wages and benefits, working hours, employee's relationship, training & career development), efforts to prevent or eliminate child or forced labor, diversity, discrimination, and harassment, which are detailed in the "Meinhardt Staff Manual" and the policies for third-parties' on human rights are contained in "Supplier and Sub-Contractor Code of Conduct".



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“A right delayed is a right denied.”

– @Martin Luther King Jr.

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HUMAN & LABOUR RIGHTS

Meinhardt established objectives (ACP log files on human rights) and used Staff Wellness Survey results to monitor items related to these matters; all of these results were taken seriously, treated with respect, and in confidence, and we figured out how to prevent a recurrence of these issues.

Meinhardt was proclaiming our employees' rights by acknowledging to our employees that all of our employees had agreed to and signed the Staff Manual/Anti-Corruption Programme and the Staff Confidentiality Agreement, on a yearly basis.

Some of our policies, procedures, instructions, and guidelines, as well as internal communication posters, are printed in Thai and English so that all of our employees can completely comprehend them.

EQUALITY & DISCRIMINATION

Equality and discrimination are like two sides of the same coin. Equality means the absence of discrimination, whereas discrimination means the absence of equality.

Meinhardt (Thailand) Ltd. recognizes the importance of promoting a culture of equality and diversity in the workplace, as the benefits extend beyond legal and other requirements. We are able to offer a broader variety of ideas, skills, and experiences due to our diverse workforce and inclusive culture. Consequently, promoting equality and diversity in the workplace is one of our primary goals.

Meinhardt make a conscious effort to promote a culture of diversity and equality in our company. We are all aware that each individual's subjective biases are shaped by the norms, culture, and traditions of their growing up. Subconsciously or unconsciously, individuals have a tendency to develop immediate judgments about others.

"The diversity of Meinhardt's employees
is a tremendous asset"

“

EQUALITY is a human right for all people in work and in life. It is about equal opportunity, remuneration and treatment.

EQUALITY AT WORK means that all workers are entitled to develop their abilities and benefit from opportunities on an equal footing, without being limited by stereotypes or prejudice

”

“

DISCRIMINATION refers to “any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.”

— ILO Convention No. 111, Article 1 (1) (a) —

”

HUMAN & LABOUR RIGHTS

HARASSMENT AND SEXUAL HARASSMENT

Meinhardt is committed to providing a safe environment for all its employees free from discrimination on any grounds and from harassment at work, including sexual harassment, bullying and related matters.

Meinhardt encourages and supports all of our staff in this matter, i.e., any employee who experiences unwanted sexual behavior that offends, humiliates, or intimidates them can report it to our HR Department, ACSC or via our website's Whistleblowing Channel.

All sexual harassment complaints have been taken seriously and handled with respect and confidentiality. No one will suffer repercussions for filing such a complaint.

We use a twice-yearly staff wellness assessment survey as an additional monitoring instrument; the results have been posted on the performance pages.

- Meinhardt is committed to maintaining a diverse workplace where every employee is treated with respect fairness, and equality, free from harassment.
- We will not tolerate any discrimination based on race, colour, age, sex, ethnicity, disability, pregnancy, religion, or any other protected class.
- We give everyone equal opportunity in employment practices such as hiring, performance review, promotion, compensation, access to training and other career development opportunities.
- Physical, verbal, and written in discrimination or harassment are unwelcome in Meinhardt.
- We do not encourage our employees to comments, joke, verbal threats, suggestive sounds, offend or perform any disrespect or abuse any religion, race, gender, disability, or age groups.

(Meinhardt Staff Manual)



HUMAN & LABOUR RIGHTS

LABOR RIGHT

Labor rights, often known as workers' rights, are legal and human rights that pertain to labor relations between employees and employers. These rights are enshrined in domestic and international labor and employment legislation. In general, these rights have an impact on working conditions in the workplace. The right to freedom of association, sometimes known as the right to organize, is one of the most significant. All staff members at Meinhardt has the right to bargain collectively in order to enhance our working conditions.

FORCED LABOR

Meinhardt strictly opposes to forced labour. Forced Labour must not always be intentional but can also be derived and triggered by not respecting and not complying with labour rights. By always paying wages regularly and on time as well as the agreed amount, will minimize the risk of this specific labour rights violation, which can lead to forced labour. A legal and written contract which has been understood by all signing parties and clearly stating the conditions of work, can help to avoid deceptions on both sides and avoid forced labour.

MINOR WORKERS / CHILD LABOR

Meinhardt strictly prohibit employment of child workers. The term "child" refers to any person under the age of 15 or under the minimum age for employment in the country concerned, whichever is greater. Meinhardt may hire minors that are not children, but workers under the age of 18 must not perform dangerous work in terms of health and safety and must abide to the applicable local laws and regulations regarding minor workers.

WAGES AND BENEFITS

Meinhardt's compensation pays to employees are strictly comply with the local laws and regulations including those related to minimum wages, overtime hours and legally mandated benefits, etc. and as stipulated in the Work Regulations of Meinhardt (Thailand) Ltd.

Meinhardt adheres "pay equity," which is the right of employees in a traditionally female job to receive a wage equal to that of a person in a traditionally male job of equal value within our organization.

WORKING HOURS

Meinhardt's working hours including those related to maximum working hours are strictly comply with the local laws and regulations and as stipulated in the Work Regulations of Meinhardt (Thailand) Ltd.

WORKPLACE CONDITIONS

Meinhardt is committed to enhancing workplace conditions that meet established standards. To that end, we've launched multiple programs, including the Happy Project, the Staff Wellness Assessment Survey, Occupational Health & Safety inspections, campaigning for better labor practices, and recognition of workers' rights throughout the organization.

HUMAN & LABOUR RIGHTS

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

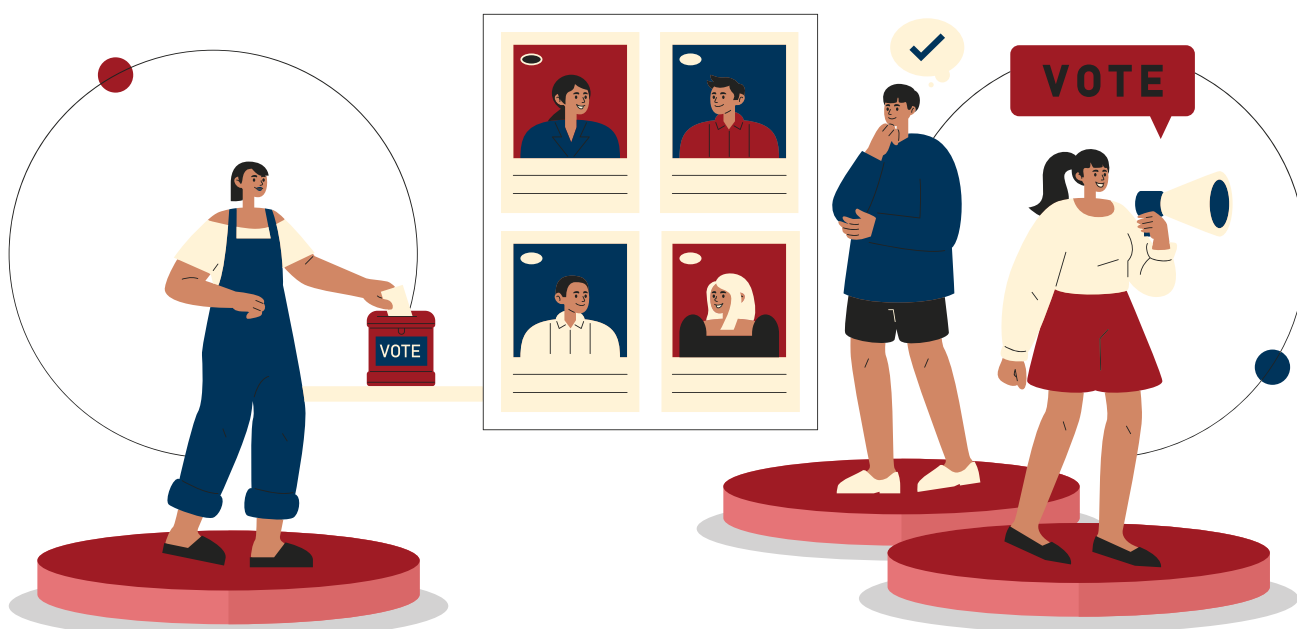
Collective bargaining is a method for both staff and companies to reach an agreement on issues pertaining to the workplace, and it is inextricably linked to freedom of association. Fundamental to collective bargaining and social dialogue is the right of both staff and companies to establish their own independent organizations.

Meinhardt respects the freedom of association and the right of collective bargaining guaranteed by local laws and regulations and create environment where the employee can freely communicate with the management with respect to working conditions and management policy without fear of discrimination, reprisal, intimidation, or harassment. *(Meinhardt Staff Manual)*

“ FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING IS A FUNDAMENTAL HUMAN RIGHT ”

Meinhardt has supported freedom of association and collective bargaining regarding any employment-related issues, such as;

- OHSC (Occupational Health & Safety Committee) is one of the means by which staff can voice their opinions regarding working conditions and employment terms. The majority of OHSC members are staff representatives. The OHSC monthly meeting is a gathering of staff representatives and management team representatives.
- Subject to legal requirements, Meinhardt supported the idea that all staff have the right to join, form, and collectively bargain within OHSC's or Meinhardt Welfare's committees, as all staff are able to freely select their own representatives by election.
- Collective bargaining on career and training management, we provided Personal Development Programmes, section Continuous Professional Development Program (CPD). This CPD program was provided to our staff at all levels for the continuous development or lifelong learning of each individual, which is an ongoing necessity in a world where technology is constantly evolving. This program is the result of negotiations and collaboration between the management team and staff at all levels, as well as several committees tasked with selecting the most suitable programs for our staff.



OCCUPATIONAL HEALTH AND SAFETY

Meinhardt has established, implemented, documented, and maintained a system to identify health and safety hazards, assess the risks associated with them, and determine the necessary controls. A consistent risk analysis process is used to identify hazards, evaluate risks, determine controls, implement controls, monitor, review, and manage changes.

The H&S Risk Assessment Procedure is used to help the company figure out how our activities and operations affect health and safety. It does this by identifying the hazards, setting priorities for them, and using the Integrated Management System to manage, control, improve performance, and keep improving the system. We carried out this process twice a year. We have conducted the Health & Safety Risks Assessment and communicated to employees the significant and potential risks. Acute Stress, Earthquake, Fire, Electric Shock and Spreading of Covid-19 Coronavirus are our highest H&S risks (Moderate Level) for main office employees while Fire, Acute Stress, Working in Confined Space (air quality, flowing liquid or solid, excessive heat), Electric Shock, Working in/near Hazardous Area and Spreading of Covid-19 Coronavirus are our highest H&S risks (Moderate Level) for site staff from the risk assessment year 2022.

Meinhardt has established the Safety Instructions & Guidelines in place to minimize potential safety hazards. In the event that our staff find some incident or near-miss in their workplace, when they report this to the management team, they will not be disciplined for raising safety concerns. The OHSC shall promptly resolve all reported incidents or near misses.

In preparation for emergency situations, Meinhardt Management, in conjunction with the ISC, is committed to the safety and well-being of its staff and guests. Upholding this commitment requires planning and practice. This plan exists to satisfy those needs and to outline the steps to be taken to prepare for and respond to an emergency affecting the organization.

Each staff member is entitled to participate in safety training in accordance with the Meinhardt training year plan and legal requirements. At Meinhardt, we raise staff awareness by using poster communication on safety and health on a monthly basis.



EMPLOYEE DEVELOPMENT

EMPLOYEE PERSONAL DEVELOPMENT PROGRAM (PDP)

At Meinhardt, we care about our employees and are committed to giving them feedback, coaching, and mentoring to help them reach their full potential. We also value learning throughout life. In 2020, we started to develop the Personal Development Program (PDP) to be used in our organisation. The PDP starts from once an employee has joined the company until their resignation or retirement.

People and personal development goals: Meinhardt is committed to developing and training our people to their highest potential. At Meinhardt, we value our people and provide them with feedback, coaching and mentoring in order for them to develop to their highest potential.

There will be 4 stages of development which covers employees at every level as follows.

- Stage 1: Eligible for all Newcomers: The first 3 months of employment (probation period): Happy Buddy Program,
- Stage 2: Eligible for all new graduates (E3 Level): The minimum of 21 months after the probation period for new graduates: Graduate Training Program (GTP),
- Stage 3: Eligible for all employees from E2 Level up: Continuous Professional Development Program (CPD),
- Stage 4: Eligible for selected employees from EE2 Level up: Mentorship Program.

This program begins in May 2022 and continues for 21 months. The second class will begin in May 2023.



We value lifelong learning

OCCUPATIONAL HEALTH AND SAFETY

STAFF WELLNESS

Meinhardt endeavours to ensure and to promote the wellness of our employees. We have continually improved the wellness of our employees over the years and along the way provided the Meinhardt Happy Workplace Programme to the office. The Happy Workplace Programme has elements such as Happy Social, Happy Sport Clubs, Happy Atmosphere, Happy Exercise, etc. We also measure the wellness of the employees by utilizing the Staff Wellness Assessment survey on a six-monthly basis. The mentioned survey covers five areas, i.e. Psychosocial, Sport/Social, Comfort of Workstation/Infrastructure, Pollution/Hazard in the Workplace and Physical/Mental Wellness. Corrective actions are timely provided for any shortfalls obtained from the survey as part of the continual improvement of the system.

OUR CONSTRUCTION MANAGEMENT SITES

Meinhardt not only maintains a system to control health and safety hazards and related impacts from our own activities, but we also have applied that to locations which we have influence over, i.e., the construction sites we manage. Since 2018, we have monitored this by carrying out Health, Safety and Environmental (HSE) inspection on the construction sites we managed on a quarterly basis. If shortcomings are found in any areas, our teams will communicate and instruct the necessary site people (i.e., the contractors) to make the required improvements to them.

The HSE inspection covers all areas of health and safety, i.e., Welfare Facilities, First Aid/Medical Facilities, Site Security, Work Permit, PPE, Fire Protection, Work in Confined Space, Mechanical/Electrical, Scaffolding/Ladder, Lifting Operation, etc.

The Meinhardt SITE SAFETY INSTRUCTIONS & GUIDELINES include all necessary precautions regarding safety and health that our staff must be aware of while on-site. This also includes the use of personal protective equipment, traffic management systems, pedestrian routes, site cleanliness, fire prevention, emergency procedures, permit-based work authorization systems and other related activities.



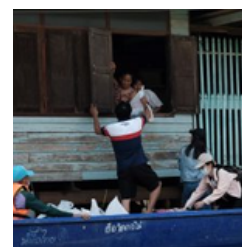
CORPORATE SOCIAL RESPONSIBILITY (CSR)

Corporate Social Responsibility (CSR) activities are self-regulated actions that a business can take in order to be more socially accountable to its stakeholders and the public in general.

Meinhardt is committed to supporting at least one CSR activity per year as a means of giving back to society in ways that are beneficial to society and the environment. The following is a description of our two CSR initiatives for 2022:

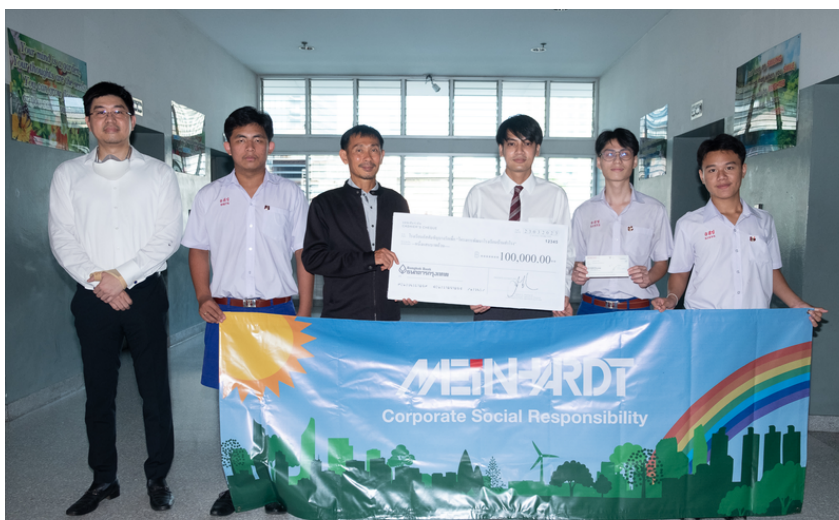
• MEINHARDT THAILAND FLOOD RELIEF CAMPAIGN IN AYUTTHAYA

Due to several parts of Thailand's flood situation, many people have confronted hard time and suffered from the current condition. The Social committee from Meinhardt (Thailand) as part of our ESG and Sustainability has raised the "FLOOD RELIEF" campaign. We donated and volunteered to help villagers at Bang Ban District, Ayutthaya Province as well as to provide the survival kits on 29th October 2022.



• MEINHARDT THAILAND DONATION FOR THE DEVELOPMENT PROJECT OF BAAN SAMRONG SCHOOL

Recently on Thursday 23rd of March 2023, Khun. Theera Wattanasup – Director and Khun. Sopak Kanchanosot – Associate Director, on behalf of Meinhardt (Thailand) Ltd, made a CSR activity by donating 100,000 baht and providing engineering design consultancy to Assumption College for the development project of Baan Samrong School in Ubon Ratchathani, Thailand (this project start from Q2/2022). This donation will help the school improve its facilities and infrastructure, which will benefit the students and the community as a whole. Meinhardt Thailand's contribution is an excellent example of how a company can participate in social responsibility initiatives by supporting educational development.





GOVERNANCE

"Corporate Governance" doesn't have a single accepted definition. Broadly, the term describes the processes, practices, and structures through which a company manages its business and affairs and works to meet its financial, operational, and strategic objectives and achieve long-term sustainability. Meinhardt is committed to conducting its business in accordance with strict standards of honesty and integrity.

GOVERNANCE

Meinhardt is committed to conducting business in accordance with the highest levels of honesty and integrity. Meinhardt's Anti-Corruption Program and Staff Manual have been in place since 2015 to ensure that this objective is met. This Staff Manual contains procedures for complying with international anti-corruption laws.

This program of measures has been properly approved by the Board of Directors and includes internal and external compliance with laws, anti-corruption, anti-bribery, and anti-fraud practices. The program also includes mechanisms that allow staff as well as others to report suspected instances of discrimination, corruption, fraud, or other unlawful or unethical conduct without fear of retaliation. In addition, there is a mechanism that requires all staff members, including senior management and directors, to comply with the requirements outlined in the Staff Manual and to confirm annually in writing that they will adhere to them.

Adhering to the Staff Manual's requirements provides a safe and ethical work environment and ensures that we operate with zero tolerance for corruption and interact with all relevant parties with the utmost honesty and integrity.

PERFORMANCE SUMMARY

Key Indicator	Activity	Result / Target
Corporate Governance	<ul style="list-style-type: none"> Number of Incidents Number of Whistleblowing Number of Information Security Incidents 	<ul style="list-style-type: none"> 0 / 0 (0) 0 / 0 (0) 0 / 0 (0)
Customer Satisfaction	<ul style="list-style-type: none"> Customer Satisfaction Score 	<ul style="list-style-type: none"> 91.49% / 90%
Supply Chain Management	<ul style="list-style-type: none"> Risk Assessment of Third Parties Third Parties Acknowledgement of MTL's ACP Third Parties abided to NDA Third Parties Acknowledged of Meinhardt's Sub-Consultant and Supplier Code of Conducts 	<ul style="list-style-type: none"> 100%, 100% / 100% 100%, 100% / 100% 100%, N/A / 100% 100%, 100% / 100% <p>(Results: Sub-Consultant, Supplier)</p>
ACP Training ((Business Ethics)	<ul style="list-style-type: none"> Training Exposed Functions staff on Conflict of Interest 	<ul style="list-style-type: none"> 100% follow ACP training plan / 100%
ACP Internal Audit Control	<ul style="list-style-type: none"> Pass the CAC Certification Audit 	<ul style="list-style-type: none"> Pass / Pass

ANTI - CORRUPTION PROGRAM



"Meinhardt (Thailand) Ltd. and all its subsidiaries (Meinhardt from hereafter) are committed to conducting its business in accordance with strict standards of honesty and integrity and to highest levels of professionalism and ethical behavior in delivering its services. Meinhardt's culture values transparency and accountability in its administrative and management practices and we are committed to ensuring the company, its officers and employees, act at all times in compliance with the laws."

Meinhardt (Thailand)'s Anti-Corruption Policies

Meinhardt was recertified as a member of Collective Action Against Corruption in 2022 (CAC-Recertification), three times in consecutive years. As a member of the CAC (THAILAND'S PRIVATE SECTOR COLLECTIVE ACTION COALITION AGAINST CORRUPTION), it demonstrates Meinhardt's intent to strictly adhere to the Policy and Guidelines on Anti-bribery and Corruption in accordance with our commitment to operate the business under good corporate governance, integrity, and transparency policy since our company was established. Meinhardt (Thailand) was certified for the CAC membership since 2013. The CAC certificate is valid for three years.

ANTI - CORRUPTION PROGRAM

ANTI - CORRUPTION RISK MANAGEMENT

An effective anti-corruption risk management is required in order to ensure the success of the anti-corruption programme. At Meinhardt, a risk assessment process will be utilised to identify the areas most at risk of corruption and bribery, the potential impact and, set in place measures and resources needed to mitigate the risks.

In the process, corruption risks from all our activities and functions are identified. The risk level of each risk is evaluated based on its likelihood and impact. Every risk needs to be eliminated or contained as much as possible. This is done by our control measures. Control measures for each risk are then determined based on the risk level. Control measures that are used to control risks include operational control, environmental control, and financial control.

The review of the effectiveness of the controls is also carried out during the annual Anti-Corruption Risk Assessment process. For 2022, the process was completed in May 2022. We have a new risk on conflict of interest, and there were 6 risks with a risk level of medium. The rest were low-level risks. There were no high or extremely high-level risks; the details are as follows:

NEW RISKS - CONFLICT OF INTERESTS;

- Project collaboration with an affiliate company (Meinhardt Infrastructure Ltd. (MIL)),
- Using Meinhardt Infrastructure Ltd. (MIL) as a subcontractor without real work performed or with an overpriced contract, as a vehicle for paying money for bribery or corruption,
- Having contracts with an agreement that was approved by the same key person for both companies (the director).

MEDERATE LEVEL;

- Bribery or facilitation payments for dealing directly with the government, local authorities, and/or officials,
- Government projects,
- Contractors or orders concluded with non-approved third parties,
- Having benefits from the client's contractors/suppliers,
- Petty Cash Payment,
- Payroll run and payment process,



BUSINESS ETHICS

CODE OF CONDUCT

Meinhardt is committed to conducting our business and affairs with integrity, decency, honesty, and adherence to the highest ethical and legal standards. This Code of Conduct provides a set of ethical standards to guide every director, officer, staff, our affiliates, and representative of our company in the conduct of their business.

Suppliers, agents, representatives, consultants, and other business partners and associates of the company will also adhere to the high ethical standards outlined in this Code of Conduct, as specified in the Sub-Consultant and Supplier Code of Conduct.

Meinhardt has established an ACP training needs schedule, and has conducted training on this issue for all staff. Meinhardt will continue to encourage our staff by using any materials to enhance their awareness of these codes of conduct.

BRIBERY

Meinhardt is strongly opposed to bribery and corruption in all its business dealings in every country and operates a universal policy of zero tolerance of bribery or corruption in any form. Bribery involves making a payment of any value to any person deliberately to distort a proper decision making process, to influence a person's decision, to encourage them to secure an improper commercial advantage, or to enter into a dishonest arrangement.



Meinhardt has committed to the Bribery Act 2010 ("Bribery Act"), which is legislation passed by the UK Government.

All Meinhardt staff are prohibited from soliciting, arranging or accepting a bribe for the staff benefit or that of their family, friends, associates or acquaintances.

CODE OF CONDUCT

CONFLICTS OF INTEREST

Conflicts of interest can lead to fraud, corruption, and other serious unethical behavior. Conflicts of interest happen when a Meinhardt employee is or seems to be influenced by personal interests when doing his or her job, or when an employee does something or has interests that make it hard to do his or her company work objectively and well.

Meinhardt is committed to influencing conflict of interest practices and policies. Meinhardt aims to facilitate better and more effective decision making by generating and promoting conflict of interest knowledge, tools, and practices for all staff and our stakeholders.

For against conflict of interest Meinhardt has been announced and implemented code of conduct to all employees concerning conflict of interest as follows:

- Meinhardt employees must not perform services in competition with Meinhardt either alone or in conjunction with another company or person without the prior consent of Meinhardt.
- Meinhardt employees must not perform outside work or solicit business on company premises or on company time, nor you may they use company or client resources for outside work.
- Meinhardt employees must not use inside information, confidential material or non-public information for their own financial benefit either directly or indirectly. In addition to being violation of law, it will be grounds for instant dismissal.
- Meinhardt employees must not use their association with Meinhardt or its client(s) to sponsor, endorse or advance the interest of another organization except under prescribed and selected circumstances.

During the onboarding process, every employee completes a Conflict of Interest Declaration Form. This process is repeated every year for employees with "exposed functions", i.e., the MD, DI, AD, TL, PM, CM, Purchasing, and Secretary.

After reviewing the Conflicts of Interest Declaration Form for year 2022, no serious issues were discovered. The ASCS has established an ACP training needs schedule, and have conducted training on this issue for the exposed function employees. Meinhardt will continue to do so annually to enhance employee awareness.



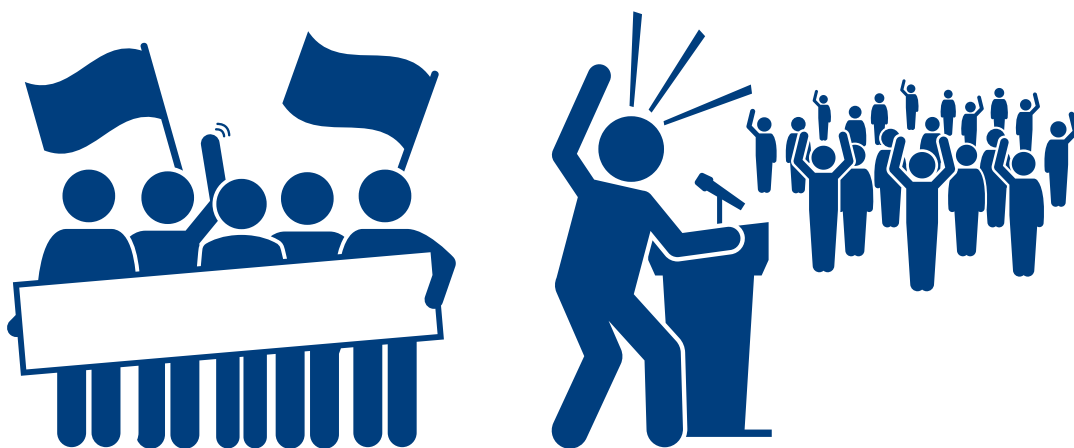
CODE OF CONDUCT

POLITICAL CONTRIBUTIONS

Meinhardt has established and implemented a policy prohibiting every staff member from donating to any political party, politician, elected official, or candidate for public office in any country. Staff and other representatives are prohibited from participating in or attending events or activities organized by a political party, politician, or candidate for public office, including paying for tables at functions or events sponsored or associated with political parties, individual politicians, or political candidates, unless the following conditions are met:

- Such events or activities are exclusively for business purposes, such as a political party's business observer program.
- Such events or activities shall be formally registered and approved in advance by the ACSC.

All these activities have been monitored for each quarter by ACP log files (Anti-corruption Performance Index). The overall results for 2022 were satisfying.



REVOLVING DOOR

Our mission is to tackle corruption on the revolving door between the two sectors, as many legislators and regulators become lobbyists and consultants for the businesses they once regulated, and some private industry heads or lobbyists receive government appointments related to their former private posts, by shining a light on illegal practises and unfair laws that weaken our anti-corruption policies, such as movements, unhealthy relationships can develop between the private and public sectors.

Meinhardt works collaboratively with businesses, government agencies, and third parties to eliminate corruption loopholes that shine a light on our activities and drive our evidence-based advocacy to develop a better system.

At Meinhardt, in order to restrict such a situations from occurring, the following activities require formal registration, due diligence and approval in advance by the ACSC and DI/MD.

- Engagement of a public official as a consultant.
- Appointment of a public official who has retired or resigned from office within 24 months to a company position.

CODE OF CONDUCT

CONFIDENTIALITY

All Meinhardt employees are required to keep the confidentiality of proprietary or confidential information entrusted to them by the company or its customers or vendors, whether in writing, or verbally, or in other forms, unless disclosure is authorised in writing by the company or allowed by laws or regulations.



Proprietary or confidential information includes but is not limited to all non-public information, commercial, personal data and human resource data including salary information and any unpublished financial data and reports, designs and intellectual property of all forms that might be of use to competitors or harmful to Meinhardt or its customers or vendors if disclosed. It includes information that vendors and customers have entrusted to us.

All employees have been acknowledged these issues by signing the Staff Confidentiality Agreement and do likewise thereafter annually.

The obligation to preserve proprietary or confidential information continues indefinitely even after employment ends.

PROTECTION OF EMPLOYEES FOR REFUSING TO PAY BRIBE

Meinhardt will not sanction or disadvantage any staff or associated person/s for refusing to commit bribery. No employee will suffer demotion, penalty, or other adverse consequences for refusing to pay bribe.

MAKING PUBLIC COMMENT

At Meinhardt, employees have a right to give their opinions on political and social issues in their private capacity as members of the community. However, you should not make any public comment which gives the impression that what you are saying is any way an official Company comment unless you have the proper authority to do so.

Employees shall not make public comment or publish anything about either Meinhardt or client business unless authorized (written permission from one of the Directors).



CODE OF CONDUCT

COMPLIANCE WITH LAWS, RULES AND REGULATIONS

Obedying the law, both in letter and in spirit, is the foundation on which Meinhardt's ethical standards are built. All Meinhardt staff and officers always respect and obey the laws, rules and regulations of the cities, states and countries in which we operate.

CORRUPT CONDUCT

Corrupt conduct involves the dishonest or partial use of power or position which results in one person/group being advantaged over another. Corruption can take many forms including, but not limited to:

- Official misconduct;
- Bribery and blackmail;
- Fraud; and
- Theft.

Corrupt conduct will not be tolerated and disciplinary action up to and including dismissal will be taken in the event of any of Meinhardt staff participating in corrupt behaviour.

FACILITATION PAYMENTS

Meinhardt is opposed to making of facilitation payments, which are payments involving small sums to officials to obtain routine action to which Meinhardt is otherwise legally entitled.

COMPETITION AND FAIR DEALING

Meinhardt seeks to outperform competition fairly and honestly. We seek competitive advantages through superior performance, never through unethical or illegal business practices. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such disclosures by past or present employees of other companies is prohibited.

FRAUD CONTROL

Meinhardt is committed to conducting its business in accordance with strict standards of honesty and integrity. Serious unethical behaviour such as fraud can damage Meinhardt's reputation and cause monetary and material loss, disruption to operations and regulatory sanctions. The advantages of working in an ethical environment free from fraud and corruption are many and include benefits for both Meinhardt and our staff.



CODE OF CONDUCT

CHARITABLE CONTRIBUTIONS

Meinhardt has a strong interest in community issues and activities other than that of strictly business interests. This is reflected in the many requests we receive for charitable contributions. Meinhardt has a proud history of support for a number of worthy organizations, activities and events, both locally and internationally.

Charitable contributions include donations to charitable organizations (including academic institutions such as universities), charitable giving and philanthropic activities.

Donations mean small or large amounts of resources (time, financial, property or human) provided voluntarily to an organization (charitable or otherwise) or individual person to support a cause or initiative with no expectation of commercial gain in return.

Meinhardt's charitable contributions must be:

- for legitimate purposes.
- permitted by law.
- approved by directors.
- made only to incorporated community groups, clubs, associations, non-profit organizations, non-government organizations, other community related commercial organizations and/or academic bodies such as universities.
- accurately recorded in the accounting records.

Meinhardt's charitable contributions must not be:

- made to individuals or organizations that are linked to political parties, politicians or political candidates.
- made to be perceived as bribes or payments to gain an improper business advantage.



CODE OF CONDUCT

SPONSORSHIPS

Sponsorships refer to support for an event, initiative or organization (including academic institutions such as universities) by providing financial, property and/or other resources, in return for certain rights, benefits or associations that may be exploited. Sponsorships are intended to be mutually beneficial. They may be small or large scale. Sponsorships may be a one investment or part of a longer-term commitment. They may be local sponsorships used to promote a commitment to a local community or reinforce Company values.

Meinhardt's sponsorship contributions must be:

- for legitimate purposes.
- permitted by law.
- approved by directors.
- made only to incorporated community groups, clubs, associations, non-profit organizations, non-government organizations, other community related commercial organizations and/or academic bodies such as universities.
- accurately recorded in the accounting records.
- transparently documented in an agreement with the organization.

Meinhardt's sponsorship contributions must not be:

- made to individuals or organizations that are linked to political parties, politicians or political candidates.
- made to be perceived as bribes or payments to gain an improper business advantage.



CODE OF CONDUCT

GIFTS, HOSPITALITY AND EXPENSES : OFFERING

The area of exchanging gifts, entertainment and gratuities with those people and companies we do business with is one that requires careful management and consideration. Gifts and hospitality may be corrupt, may be used to facilitate corruption, or may give the appearance of corruption. The purpose of gifts, hospitality, and expenses in a commercial setting is to create goodwill and sound working relationships, not to gain advantage with customers.

Meinhardt Thailand GIFTS POLICY



GIFTS OFFERING

Gifts include cash or assets given as presents. Hospitality includes meals, hotels, flights, entertainment or sporting events. Expense includes cash given for specific purpose.

No gifts, hospitalities, and expenses should be offered, given, provided by any Meinhardt employee, family member of an employee, or agent unless it:

- is not a cash gift or cash equivalence,
- is consistent with customary business practices,
- is not in poor taste, indecent, sexually oriented, inconsistent with Meinhardt's value of mutual respect, or that might reflect poorly on Meinhardt.
- is not more than THB 10,000 in value,
- cannot be construed as a bribe or payoff,
- must be infrequent and
- does not violate any laws, regulations or applicable policies of the other party's organization.

CODE OF CONDUCT

GIFTS, HOSPITALITY AND EXPENSES : OFFERING

The area of exchanging gifts, entertainment and gratuities with those people and companies we do business with is one that requires careful management and consideration. Gifts and hospitality may be corrupt, may be used to facilitate corruption, or may give the appearance of corruption. The purpose of gifts, hospitality, and expenses in a commercial setting is to create goodwill and sound working relationships, not to gain advantage with customers.

Meinhardt Thailand GIFTS POLICY



GIFTS RECEIVING

Gifts include cash or assets given as presents. Hospitality includes meals, hotels, flights, entertainment or sporting events. Expense includes cash given for specific purpose.

No gifts, hospitalities, and expenses should be solicited or accepted by any Meinhardt employee, family member of an employee, or agent unless it:

- is not a cash gift or cash equivalence,
- is consistent with customary business practices,
- is not in poor taste, indecent, sexually oriented, inconsistent with Meinhardt's value of mutual respect, or that might reflect poorly on Meinhardt.
- is not more than THB 3,000 in value for gifts or hospitalities, or otherwise specifically approved by TL/DI,
- cannot be construed as a bribe or payoff,
- must be infrequent and
- does not violate any laws, regulations or applicable Meinhardt's policies.

RIISING CONCERN AND REPORTING

Meinhardt is committed to implementing the findings and recommendations of any investigation with a view to rectifying any wrongdoing as far as practicable in the circumstances.

Meinhardt staff who report matters in good faith and provided he or she has not been involved in the conduct reported, will not be penalized or personally disadvantaged because they have reported a matter. Whilst not intending to discourage employees from reporting matters of genuine concern, it is strongly suggested that employees making a report of fraud and unethical behavior ensure as far as possible that reports are factually accurate based from first-hand knowledge and presented in an unbiased fashion.

WHISTLE BLOWING

Whistleblowing is one of the most effective methods of detecting and preventing corruption and other forms of misconduct. A whistleblower reports corruption or other wrongdoing in or by Meinhardt to individuals or entities believed to be able to take action, such as the Meinhardt itself, applicable authorities, or the public. Protecting whistleblowers from reprisal, prejudice, or disadvantage might encourage people to expose wrongdoing and enhance the possibility that wrongdoing is discovered and punished.

A poster with a blue background. On the left, a woman in a brown uniform is shown in profile, blowing into a whistle. To her right, there are three colorful speech bubbles (pink, purple, and blue) with yellow lightning bolts. The main title 'Meinhardt Thailand' is in white, and 'against CORRUPTION' is in orange. Below this, the text 'Whistleblowing Channels:' is followed by a bulleted list of three channels: email to acsc@meinhardt.net, a suggestion box (6-FORM ACRC-01), and a website URL. Below that, 'Personal Data Breaching Channels:' is followed by a bulleted list of three channels: phone call to the DPO, email to dpo@meinhardt.net, and sending a Breach Notification to the Data Protection Officer. The DPO's contact information is provided in a white box at the bottom right. The Meinhardt logo is in the bottom right corner.

Meinhardt Thailand against CORRUPTION

Whistleblowing Channels:

- Email to acsc@meinhardt.net
- Suggestion box (using the Raising Concern & Reporting Form, 6-FORM ACRC-01)
- <http://www.meinhardt.net/whistleblowing/>

Personal Data Breaching Channels:

- Phone call to Meinhardt's DPO.
- Email to dpo@meinhardt.net.
- sending Breach Notification to the following:

“ Data Protection Officer, Meinhardt (Thailand) Ltd.
6t, 15th, 16th Floor, Thanapoom Tower, 1550 New
Petchburi Road Makkasan, Ratchtevee, Bangkok 10400 ”

MEINHARDT

PERSONAL DATA BREACH

Meinhardt maintains several approaches to ensure that it can promptly identify and report any personal data breaches that arise as a result of its activities.

These include, but are not limited to:

- The diligence of its personnel, who receive specific training on identifying, reporting and investigating personal data breaches, and who understand the requirements for accurate data breach notifications as required by the PDPA.
- Maintaining close working relationships with any contracted data processors, who undertake personal data processing for or on behalf of Meinhardt, and who have shown their capability to promptly identify and report personal data breaches to the organisation.
- The implementation of technical controls, for example adopting best practice in system design, firewall and application log file reviews, the use of antivirus and malware protection software, the regular independent testing of technical and security controls, etc.
- Encouraging customers who believe that their personal data may have been breached by a processing activity undertaken by Meinhardt to alert Meinhardt promptly, such that investigation and reporting tasks can be initiated as quickly as possible.

CHANNELS FOR EXTERNAL WHISTLE BLOWERS AND REPORTING

- Phone call to Meinhardt management for any matters or to any Meinhardt staff if the matter is less serious.
- Email to acsc@meinhardt.net. The matter will go directly to Meinhardt's Anti-Corruption Steering Committee.
- Use the "Whistle Blowing" channel provided in the Meinhardt website's Corporate Governance section <<http://www.meinhardt.net/whistleblowing>> should you prefer to report anonymously.

CHANNELS FOR EXTERNAL REPORT ON PERSONAL DATA BREACHING

- Phone call to Meinhardt's DPO.
- Email to dpo@meinhardt.net. The matter will go directly to Meinhardt's DPO.
- Or sending Breach Notification to the following:

Data Protection Officer

Meinhardt (Thailand) Ltd.

*6th, 15th, 16th Floor, Thanapoom Tower, 1550 New Petchburi Road
Makkasan, Ratchtevee, Bangkok 10400*

INFORMATION SECURITY

Information Security, led by the IT Department, the ISC and ISSC (Information Security Management System Steering Committee), is responsible for leading and owning Meinhardt information security risk strategy. They encourage a risk-based approach to provide holistic responses to information security risks.

Information security is a broad field that covers many areas such as physical security, endpoint security, data encryption, and network security. It is also closely related to information assurance, which protects information from threats such as natural disasters and server failures.

The IT Department and ISSC leads Meinhardt information security initiatives, provides strategic advice on existing and emerging information security threats and delivers security awareness training to support this under the 3 Principle of Information Security i.e., Confidentiality, Integrity and Availability. The information security controls are as follows;

- All company data that stored on all servers will be backed up.
- The IT department will be responsible to ensure that data backup is conducted daily, and the backup data is kept in Cloud Data Center.
- All technology that has internet access must have anti-virus software installed.
- The IT department will be responsible to install anti-virus software and ensure that the software remains up to date.

The Information Security Policy (ISMS Policy) details the responsibilities of all Meinhardt staff regarding to ISMS, before, during and after their employment or engagement with Meinhardt. The ISMS Policy lays out the requirements for the understanding, management, and adherence to important ISMS matters.

Referring to Mission 2022, we are aiming to be certified to ISO 27001:2022 Information Security Management System (ISMS) within 2023.



STAKEHOLDER SATISFACTION

STAKEHOLDERS' SATISFACTION / CLIENT'S SATISFACTION

Stakeholders' satisfaction / Client's satisfaction are defined as a measurement that determines how happy customers are with Meinhardt's products, services, and capabilities. This satisfaction information, including surveys and ratings, can help us determine how to best improve or changes its products and services.

The relationship between stakeholder / client satisfaction and an organization's long-term growth and success is investigated, with a particular emphasis on the importance of a firm's relationships with critical stakeholders, which may lead to improved performance as organizations create value for their stakeholders while integrating business and societal considerations.

However, it is of the utmost significance that the Meinhardt management team actively leads this strategy and that the organization supports and monitors its implementation.

For 2022, Meinhardt has again run the client satisfaction survey throughout the year, which analyzes client attitudes towards Meinhardt and our responsible employees.

It allows us to focus our efforts on the things that are most important to our clients.

The latest survey found a small increase in client satisfaction. The results showed that they were satisfied or very satisfied with Meinhardt's performance.



SUPPLY CHAIN MANAGEMENT

Supply chain management is the management and practice of coordinating the operations necessary to create and deliver products and services to clients.

Meinhardt has also taken into account the concept of supply management, which is the current trend among businesses that wish to survive the ever-increasing global market competition and involves the active streamlining of a company's supply-side activities in order to maximise customer value and gain a competitive advantage in the marketplace.

At Meinhardt, we believed that supply chain management affords the company a number of chances to expand our profit margins. By optimising the supply chain, we can save unnecessary expenses and deliver products to clients more promptly and effectively as customer satisfaction has always been the key to the success of Supply Chain Management and the conduit through which a company's competitive advantage and profitability are achieved. Moreover, the running of all activities from the time of preparation to the time of delivery of products or services to clients is tedious and may also affect the utility of our products or services as we have been monitored for our performance by KPIs in the items of Do the Work Right First Time (RFT) and Customer's Satisfaction Scores.

LOOKING AT THE WORLD THROUGH A SUSTAINABILITY LENS NOT ONLY HELPS US 'FUTURE PROOF' OUR SUPPLY CHAIN, IT ALSO FUELS INNOVATION AND DRIVES BRAND GROWTH.

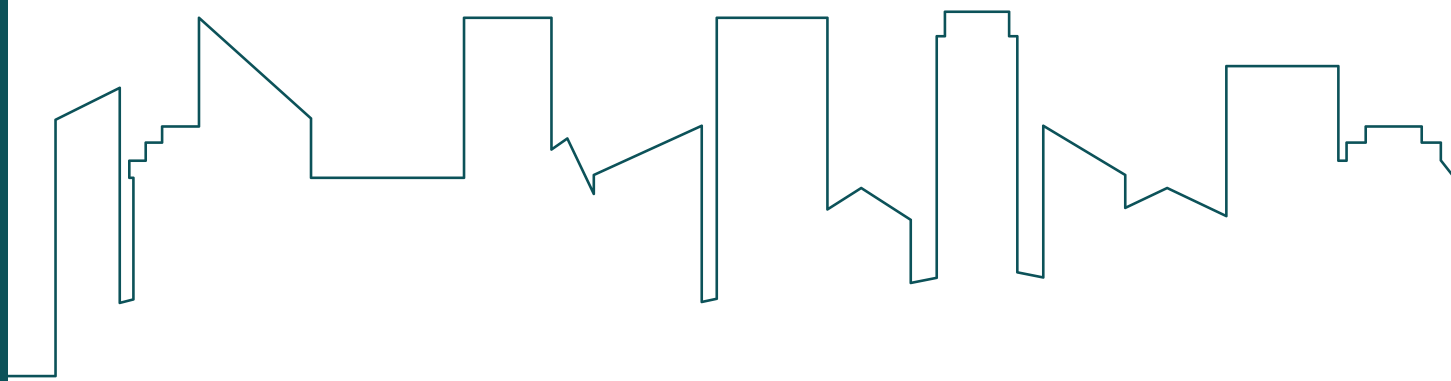
- Paul Polman

SUB-CONSULTANTS AND SUPPLIERS CODE OF CONDUCT

The Sub-Consultant and Supplier Code of Conduct aims to ensure, among other things, that sub-consultants and suppliers provide safe working conditions for our employees, adhere to ethical business practices, comply with applicable laws and regulations, and minimize the environmental impact of their operations.

Typically, sub-consultant / supplier compliance with Meinhardt's Code of Conduct is required in order to maintain a business relationship.

There is also a mechanism that requires all Sub-Consultants and Suppliers who provide services or goods for Meinhardt to adhere to the requirements set out in the Meinhardt Sub-Consultant and Supplier Code of Conduct in order to achieve the goals mentioned.



SUPPLY CHAIN MANAGEMENT

THIRD PARTIES MANAGEMENT

Meinhardt is committed to fulfilling its social responsibility to a globally recognised level, achieving sustainable and sound performance, and making it available for our third parties.

Meinhardt has formalized statements, commitments, and operational objectives for the management of its sustainable procurement policies, focusing on some material issues that relate to ESG. The existing policy covers social factors in the company's supply chain.

We do that by employing the Procedures Control of Sub-Consultant and Purchasing which provide processes for third parties management, i.e., the background check and risk assessment of third parties, the control of high-risk third parties, the acknowledging of Meinhardt's Anti-Corruption Programme, the abiding to the Non-Disclosure Agreement, the Single-Source/ Price Justification and su-consultant and supplier assessment, these are the effective way to obtain and validate pertinent information from third parties on sustainability issues to facilitate a better understanding of supplier performance.

We perform the to enhance ESG matters with our sub-consultants and suppliers, who sign contracts with us, through integrating environmental, social, and governance (ESG) factors into our contracts.

Additionally, we provide proactive support to its sub-consultant and supplier in an effort to improve their capacity to identify and manage environmental, social, and ethical issues within their own operations. This support includes sub-consultant and supplier training, participation in supplier meetings, the development of close collaborations on sustainability topics, and feedback on sub-consultant and supplier sustainability performance for continuous improvement.



