



# GMR SUSTAINABILITY

## GMR Owner

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The Key Contact for this GMR is the CEO / Managing Director.

## Brief Description

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At Cardno, Sustainability means the use, development, and protection of environmental and social resources in a manner that meets current needs while also providing and safeguarding the Earth for future generations.

As a global organization of talented and effective people, Cardno is committed to its purpose of *'Making a Difference'*.

Our vision is to be *'Leaders in improving the physical and social environment for people around the world'*.

At Cardno, *Sustainability* means the use, development, and protection of environmental and social resources in a manner that meets current needs while also providing and safeguarding the Earth for future generations. In alignment with our purpose and vision, we will meet clients' needs and strive to promote environmental equity, social equity, and strong governance. We will protect, conserve and enhance our environment, society, and governance, while responsibly managing the resources and ecosystems upon which future generations depend. As a global company, we will do so transparently in the context of credible and appropriate international frameworks, including the [United Nations Guiding Principles for Business and Human Rights](#) and the [United Nations Sustainable Development Goals](#).

## 1. Environment

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**We will promote environmental equity and minimize the environmental impact of our business by:**

- > Effectively measuring for proper conservation energy consumption, water use, and waste generation in our business.
- > Recognizing the challenges brought about by global climate change, adopting science-based targets and then developing and implementing strategies to reduce our greenhouse gas (GHG) production, water use, and waste generation.
- > Maintaining transparency and proactively communicating to our staff, clients, shareholders, and communities with respect to progress towards meeting our goals.
- > Adopting Principle 15 of the Rio Declaration on Environment and Development (the "Precautionary Principle") that states, "Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation".
- > Maximizing the use of our world-class expertise, experience, innovation, and technical services to help our clients achieve their environmental sustainability goals.

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## 2. Social

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**We will act in a socially responsible manner with regard to our employees, clients, and supply chains, and have a positive impact in the communities in which we live and operate by:**

- > Acknowledging and respecting the cultural heritage of our staff, our clients, and the countries and communities in which we operate.
- > Promoting and facilitating [diversity and inclusion](#) within our business, including but not limited to, equality of opportunity, employment/labor conditions, remuneration, gender equality, cultural awareness, [child protection](#), and safety.
- > Respecting and protecting fundamental [human rights](#) in accordance with internationally recognised laws and standards, including promoting the human rights of our employees; supporting human rights initiatives within our communities; and proactively engaging with human rights issues across our supply chains (including [safeguarding](#) and [preventing slavery](#), labour exploitation, and [human trafficking](#) in our supply chains).
- > Fostering a safe and healthy work environment for our employees, embracing a culture of Zero Harm.

## 3. Governance

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**We will act and lead with integrity in all of our activities and operations by:**

- > Taking a zero-tolerance approach to bribery and corruption in our business dealings.
- > Affording our staff the opportunity to anonymously report improper conduct through an independent [whistle-blower](#) service.
- > Operating in a manner that supports long-term economic prosperity including:
  - Supporting and informing our clients on plans programs, and strategies to improve climate resilience and address the immediate and ongoing effects of climate change for improved environmental and social outcomes;

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- Integrating principles of sustainability into decision-making processes and promoting an internal business culture which encourages innovation and strong sustainability values;
  - Generating shared value for clients, shareholders, employees and the communities in which we live and work, through building a robust and resilient business and delivering sustainable solutions and expert advice that add value to society.

**By conducting our business in accordance with these principles, Cardno will positively affect our environment and society, and serve as a model for other organizations to do the same.**