

The ZDL Group's Board of Directors, Managing Director, and senior leaders collaborate to define our Environmental, Social, Governance (ESG) approach and hold us responsible to deliver on these commitments. Our Core Values and culture provide the foundation of our commitment to corporate sustainability and to integrating ESG into our operations and the services we provide to our clients.

ESG Commitments



Environmental

Acting as stewards for future generations, ZDL Group will:

- Combat climate change, pollution, and other negative environmental impacts by reducing the impact of our operations.
- Incorporate environmentally responsible and sustainable practices into all the services we provide to our clients.

- Leverage diverse perspectives to deliver solutions that equitably provide benefits for our communities.
- Empower employees to pursue rewarding careers whilst also prioritising their wellness, health, and safety.
- Support our communities through volunteer activities and charitable efforts.



Governance



Social

- Continue cultivating a culture of integrity that holds ZDL and its employees accountable to the highest ethical standards.
- Foster a diverse and inclusive workplace that allows all team members to be their complete, authentic selves.
- Engage with underrepresented groups and provide equitable opportunities in recruiting, the workplace, and promotion.

- Establish a Board-accountable committee to set and hold ZDL to ambitious ESG commitments.
- Sustain a best-in-class compliance program that further advances ZDL's ethical culture and empowers employees to discuss and report ethical challenges.
- Establish bold ESG performance standards and targets for our operations and client projects.
- Publicly report our ESG performance using recognised third-party frameworks to promote accountability and transparency.

ZDL's efforts focus on improving mobility, enhancing communities, building resilience, and supporting economic vitality through a comprehensive approach to development, infrastructure, and environmental needs. We incorporate sustainability into all our markets, services, and operations, acting as stewards of the company to ensure ZDL is always in a better state for future generations. This commitment to being a Generational Company and our enduring Core Values integrate the ESG framework deeply into ZDL's foundation.

Core Values

INTEGRITY | We believe in the power of integrity:

- In the way we conduct ourselves as professionals in the community;
- In the way we treat one another with mutual respect; and
- In the way we govern and manage the corporation.

BALANCE | We believe in achieving balance between our professional and personal lives.

QUALITY | We believe in the power of employees who accept and thrive in a challenging and intellectual environment that stresses excellence in all that we do.

DIVERSITY | We believe in diversity and the rich perspective that is added by diverse staff.

COLLABORATION | We believe that all tasks should be approached with a spirit of shared responsibility and personal accountability, which are essential to a culture of collaboration.

SUPERIOR FINANCIAL PERFORMANCE | We believe in securing our employees' futures and the future of the Generational Company by delivering superior financial performance.

STEWARDSHIP | We believe in the need for continued renewal of the Generational Company and accept the responsibilities of stewardship.

LEARNING & DEVELOPMENT | We believe that employees are our greatest asset, and we are dedicated to sustaining an environment of continuous learning and development.