

Integrity Commitment Statement

We are committed to conducting our business and behaving with high ethical standards.

We believe our commitment to applying good business practice and considering human rights and sustainability in our business decisions and activities, will result in long-term business success for all parties.

Our Code of Conduct, Sustainability Principles, Work Health, Safety and Wellbeing Policy and Environmental Policy provide us with a framework to make sustainable ethical decisions and these codes align with our business values in guiding all our activities with integrity.

We are committed to:

- Engaging in **ethical behaviour** when we conduct our internal business with staff and our external engagement with clients, the community and industry members.
- Accepting **accountability** and responsibility for our behaviour, decisions and outcomes.
- Only undertaking projects where we have the capabilities, **competence** and expertise to deliver quality and **sustainable** solutions for our clients.
- Acting at all times in the legitimate interest of our clients and providing all services with **integrity** and faithfulness.
- Maintaining **confidentiality** concerning our clients' business, operations and projects, unless we have prior written consent from our client.
- Advising our clients of any **conflict of interest** that may affect our objectivity and **impartiality** in delivering our consulting services.
- **Collaborating** with companies that have a good reputation and adopt similar commitments.
- Behaving with professional conduct and courtesy to uphold the reputation of the consulting industry and acting with **fairness to others**.
- Rejecting any form of **corruption** that seeks to influence the process of selection or affects a consulting engineer's impartial judgement through any form of bribery, fraud or collusion.
- Respecting the **human rights** of those we engage with, including our clients and the communities in which we work.
- Being sensitive to political, cultural and religious customs of the countries in which we work.
- Ensuring a **sustainable future** through responsible decision making, design and management of projects.

We do this by:

- Entura's extended leadership team leading by example.
- Employees and representatives adhering to our integrity principles.
- Screening countries, communities, clients and partners, and infrastructure projects to evaluate their alignment with our values.
- Combining integrity management into our day-to-day operations and project management systems.
- Respecting the rights, customs and cultural traditions and practices of communities in which we work.
- Proactively raising concerns about issues we see.
- Independently investigating all issues.
- Adopting a strict 'zero tolerance' approach to any behaviour that contradicts these commitments

Tammy Chu, Managing Director, June 2021