



Sustainability Commitments

CREATING BETTER FUTURES

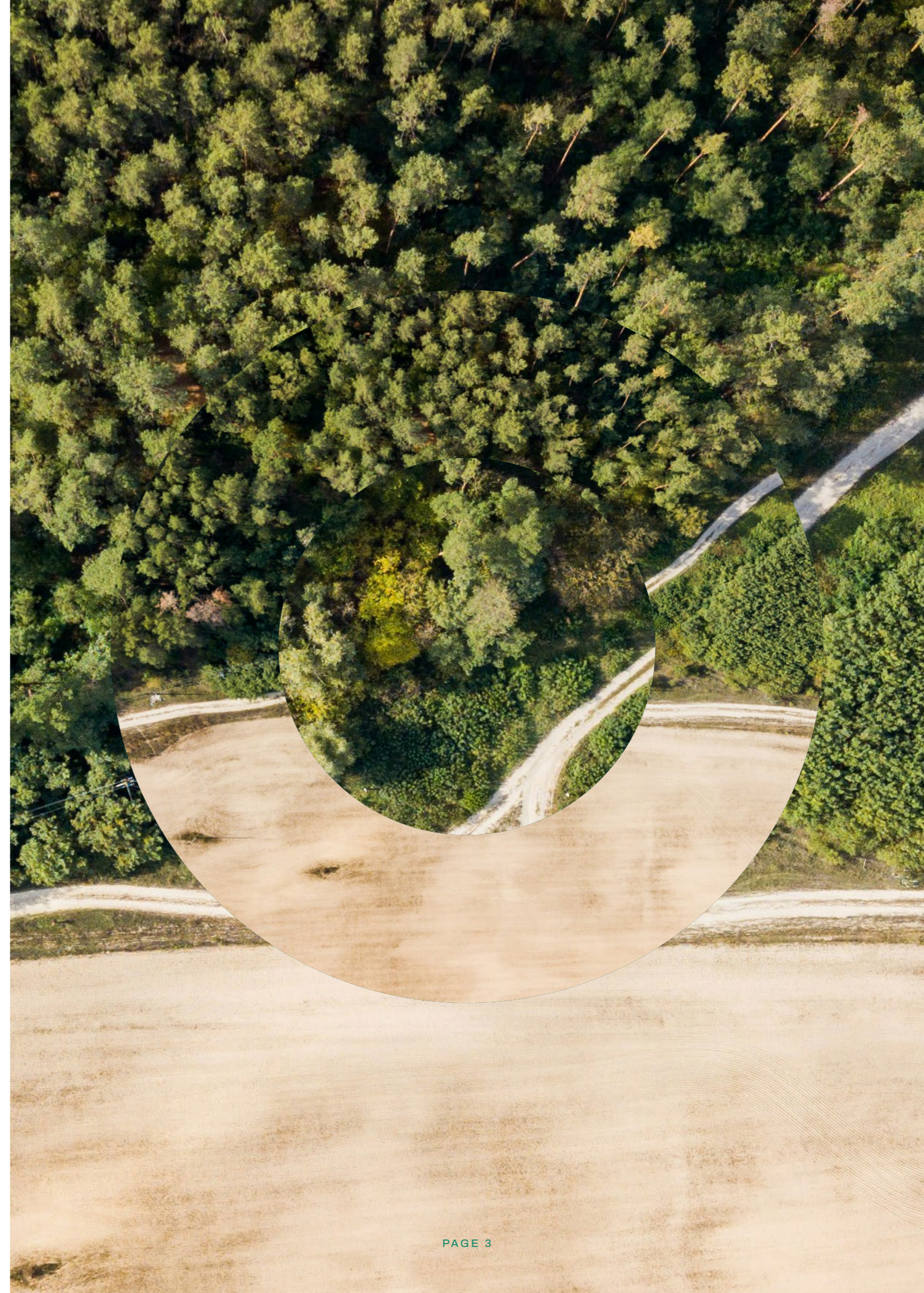


Overview

Introduction	2
About Us	4
Purpose & Values	6
Strategic Pillars	7
Sustainability Framework	8
Project Timeline	10
Sustainability Advantage Recognition Scheme	12
Sustainability Framework Outline	14
Summary	16

We are a proud family owned and operated business that is guided by our purpose and values to make a positive impact.

We contribute to the delivery of sustainable outcomes for communities. Working with our partners and optimising our operations, WEM continually seeks new and better ways of working with less impact on the environment.



About Us

At WEM Civil, sustainability is at the core of everything we do. From demolition to environmental restoration, we prioritise resource conservation and minimise impact, ensuring our projects create lasting, positive change for both communities and the environment.

We provide a portfolio of services and solutions across the civil contracting supply chain. Our experienced team partners with our customers to shape, drive and deliver successful outcomes for future communities.

OUR KEY SERVICES INCLUDE:

01. Demolition

02. Tree Clearing

03. Remediation

04. Bulk Earthworks

05. Stormwater Drainage

06. Road Construction

07. Bridge Construction

08. Retaining Walls

09. Utility Installation

10. Landscaping

11. Bush Regeneration

12. Project Management

MESSAGE FROM OUR CEO

“WEM has a proud history of creating a better future for the communities we serve. The safety of our people, partners and caring for the environment is at the heart of everything we do.”

- MICHAEL RAGG



Purpose and Values

We create better futures.

Our values drive our culture and commitment to deliver the best outcomes for our clients, the environment and community.



Team

Be proud of our team and create a sense of belonging at WEM Civil, knowing we value you and the positive impact you make.



Customer First

Every team member has a clear mission – to listen to our customers, understand their expectation and deliver as promised.



Trust

Trust is at the foundation of successful teamwork and strong relationships. Work with integrity and respect just as you would if your mum was watching.



Legacy

The positive impact in the way we work today, is our legacy for communities tomorrow.

Strategic Pillars

Our strategic pillars guide how we work together and deliver as promised.

We seek to find new ways to create meaningful sustainability contributions under each pillar. Our focus is on innovation and practical solutions that are scalable and repeatable.



Partnerships

Partnering with our people, clients, consultants and subcontractors and suppliers to ensure we deliver the best outcome.



Timeliness

Delivering projects on time or ahead of schedule without compromising budget, quality and safety.



Build Once

Focusing on continuous improvement in all levels and areas of the business. Eliminating re-work for projects.
























Growth

Developing future growth of the company and our people through training, innovation and strong culture.

Sustainability Framework

Guided by our core values and the **United Nations’ Sustainable Development Goals (SDGs)** — a global blueprint for peace, prosperity, and environmental protection — our sustainability framework drives impactful solutions. We focus on fostering growth while safeguarding the environment, ensuring a lasting positive legacy for communities and future generations.

KEY FOCUS AREAS	Environment		Social				Governance	
	Climate Change	Our Environmental Impact	Our Customers	Our Community	Our People	Our Safety & Wellbeing	Corporate Governance	Operating Ethically
	<p>We contribute towards net zero ambitions and strengthening climate resilience through continuous improvement in how we plan and operate. Our key priority is our carbon emissions reduction plan.</p>	<p>We continue to seek new and better ways of minimising the impact on the environment from our operations.</p> <p>Our key priority is our waste reduction plan and protection of nature.</p>	<p>We listen to and understand our customers needs and deliver as promised.</p> <p>This includes playing our part in solving sustainability challenges.</p>	<p>The positive impact in the way we work today, is our legacy for communities tomorrow.</p>	<p>Our values driven culture fosters an inclusive workplace where people feel empowered for their diversity of thought, experience and contribution.</p>	<p>Guided by values, our highly skilled team plan with purpose, building with care to help us all return home safe and well.</p>	<p>We integrate ESG into our existing governance practices to continue to build trust and manage risk.</p>	<p>We operate lawfully with integrity and respect with our leaders driving responsibility and accountability. We partner with people and organisations with shared values and purpose.</p>
	<div> Legacy</div> <div> Legacy</div>		<div> Customer First</div> <div> Legacy</div>		<div> Team</div> <div> Team</div>		<div> Trust</div> <div> Trust</div>	
SDG CONTRIBUTION	<div><div></div><div></div><div></div><div></div><div></div></div>		<div></div> <div></div> <div></div>		<div></div> <div></div> <div></div>		<div></div> <div></div>	

Project Timeline

In each project we identify and implement opportunities to optimise sustainability outcomes throughout the project lifecycle.

We set objectives and targets that align to both our customer’s and our own ambitions and monitor them carefully.



Sustainability Advantage Recognition Scheme

WEM Civil is a proud **Member of Sustainability Advantage**, a respected program of the NSW Department of Climate Change, Energy, the Environment and Water.

This membership reflects our ongoing commitment to strengthening our sustainability performance and aligning with best practice environmental standards. Through this partnership, we join a community of like-minded organisations working together to accelerate positive environmental impact across New South Wales. As a Member, WEM Civil looks forward to collaborating with the Department to further develop and implement sustainable strategies that support both our projects and the communities we work within.












This recognition builds on our long-standing approach to sustainability, which is embedded into every stage of our operations. From the outset of each project, we develop tailored environmental management plans focused on protecting local ecosystems, conserving natural resources, and reducing landfill use. Our commitment to using sustainable materials—such as recycled asphalt, green concrete, and eco-friendly pipes—demonstrates our drive to innovate responsibly. We also continue to reduce our carbon footprint through digital transformation, including online inductions and pre-start checklists.

Becoming a Member of Sustainability Advantage reinforces our goal of delivering high-quality civil contracting services that meet industry standards while supporting a more sustainable future.



Sustainability Framework Outline

With a clear sustainability framework in place, we are not just planning for change — we’re making it happen. This page outlines the key areas of Environment, Social, and Governance (ESG), and the passionate individuals committed to driving these initiatives, ensuring we create lasting, positive outcomes.

KEY FOCUS AREAS	Environment		Social				Governance	
	Climate Change	Our Environmental Impact	Our Customers	Our Community	Our People	Our Safety & Wellbeing	Corporate Governance	Operating Ethically
LEADS	 Chris Isaac		 Angus Macqueen	 Alyssa Kupersanin	 Antoinette Howe	 Chris Isaac	 Rob Kostantopoulos	
	 Michael Ragg		 Peter Kostantopoulos		 Peter Kostantopoulos	 Michael Ragg	 Peter Kostantopoulos	
EXEC SPONSOR								

Thank You

Thank you for exploring WEM Civil's approach to sustainability. Our commitment to creating a better future goes beyond words — it's embedded in the way we work, the projects we deliver, and the lasting, positive impact we leave on our communities and the environment.

With a clear framework aligned to the United Nations' Sustainable Development Goals (SDGs), we are focused on turning our sustainability vision into real, measurable outcomes. Our Environmental, Social, and Governance (ESG) priorities guide us in driving meaningful change while maintaining the highest standards of integrity, responsibility, and care for the world around us.

We're excited to continue making a positive difference and look forward to working with you in partnership on our journey towards a more sustainable and thriving future. Together, we can achieve lasting impact — for people, for communities, and for the planet.



