

OUR SUSTAINABILITY COMMITMENT

CAPABILITY STATEMENT





INTRODUCTION

CV Services Group is committed to long term sustainability by integrating environmental, social and governance initiatives into everything we do. Our commitment is a fundamental part of the way we do business and influences our interactions with clients, stakeholders, subcontractors, suppliers, CV team members and the communities where we work and live.

ABOUT CV SERVICES GROUP

CV is a diversified trade services group dedicated to delivering the edge in technical services and visual solutions.

The team provides a broad range of complementary offerings across our four businesses:

- Electrical Construction
- Infrastructure Services
- Asset Services
- Media & Signage

We have an unwavering commitment to a clearly defined set of values, exceptional customer service and the ongoing development of our 700+ team. In everything we do, we seek to deliver the edge with great people, great systems and great customers.

OUR PHILOSOPHY

CV strives to conduct business in a way that produces social, environmental, and economic benefits for communities in the areas in which we operate.

We understand that long-term future success depends upon improving our reputation, enhancing employee morale, finding new revenue streams and driving ethical business practices.

So, we pay particular attention to the demands and concerns of our various stakeholders, while respecting and working to improve the communities and environment in which we operate.



ENVIRONMENTAL

CV recognises its responsibility to protect the environment and to ensure that we have effective procedures and processes in place to minimise the impact of our activity on the environment. We ensure compliance with governing legislation in all Australian States and Territories and countries of operation. Our environmental programs comply with ISO 14001:2015. This commitment applies to all of our business activities, including our team members, contractors and stakeholders.

OUR ENVIRONMENTAL INITIATIVES

Solar

CV has a solar inverter and battery system installed at our Hendra head office and signage manufacturing facility. This solar installation includes two 210kw inverters (420kw in total) which supplies approximately 36% of our total kwh usage per year.

Waste and Diversion to Recycling Program

CV has a waste recycling program that includes steel, aluminium, copper, timber, cardboard, paper and fluorescent lamps. Diversion to recycling is monitored and reported monthly against volume, tonnage and cost savings. CV is consistently reaching our target of 28% (combination of weight and volume) diversion to recycling.

Head Office Green Space

At CV's Hendra head office and signage facility, 2,500sqm of our 20,000sqm site is dedicated green space for our team members to utilise.

Site Run-off Controls

CV uses a range of site controls including visual soil erosion and sediment control observations, the use of filter socks or filter sock sag inlet protection, minimisation of ground disturbance works and limiting excessive use of water for dust suppression.

Fleet Systems

All of CV's 350+ vehicles are fitted with In Vehicle Monitoring Systems (IVMS) which provides driver behaviour reporting. Combined with our fuel and vehicle reporting systems, this enables CV to responsibly monitor and control driver behaviour in terms of fuel efficiency and kms travelled.

Sustainable Signage

Our Media & Signage business provides 100% recyclable substrate options for signage and energy efficient LED technologies.



Power Consumption Monitoring

CV utilises EcoStruxure software to monitor our power usage which enable us to optimise our power usage.

Automatic Air-conditioning System

All air-conditioning at our Hendra head office automatically switches off at the end of each day with individual offices also required to be manually switched on, preventing unnecessary usage.

CLIENT SUPPORT

Partnership with *BuildingsAlive*

Through our Asset Services business, we have partnered with Buildings Alive to provide our clients, particularly owners and managers of property portfolios and buildings, with an integrated trades services solution that aligns with their energy, water, gas and carbon reduction objectives.

Factory Operations

Our manufacturing facility has procedures in place to soften the load being applied during start up operations in order to limit the Max Demand.

EV Charging

CV has installed two type 2 EV chargers in the visitor carpark at our Hendra head office to promote the use of electric vehicles.

Our integrated service provides automated feedback, prioritised actionable insights, technical analysis and optimised maintenance activities. All of this will help optimise the energy and environmental performance of large, complex buildings.

CV's objective is to work closely with our clients on their journey to become 24/7 carbon free.



SOCIAL

CV is dedicated to supporting the communities in which we work. We are committed to community engagement through volunteer and fundraising programs based in areas that are relevant to the business and our team members.

Our team members are instrumental to our ongoing success and sustainability. CV is committed to providing a positive and engaging work environment, which allows our team to improve their knowledge base and enhance team retention.

COMMUNITY SUPPORT

Christmas Charity Donations

In place of client gifts, CV makes an annual donation to a charity each Christmas that aligns both with our company values and the needs of the community.

Kmart Wishing Tree Appeal

CV provides annual support to the Kmart Wishing Tree Appeal, Australia's largest and longest running Christmas gift appeal. We promote this each year and encourage our team members to contribute to the cause.



Melanoma Patients Australia (MPA)

CV provides ongoing support to MPA by promoting their messages, which aim to prevent skin cancer, both internally to our team members as well as externally on our public platforms.



Share the Dignity

CV participates annually in the Share the Dignity 'It's in the Bag' appeal. We encourage our team to make donations of cash or essential items which are provided to women and girls in need.



OUR SOCIAL INITIATIVES

Mates in Construction (MIC)

CV supports MIC by participating in the program and promoting their message to our team. We offer annual General Awareness Training (GAT) and have Connectors as well as ASIST trained team members.



Respect@Work Support

CV believes that all team members, contractors and clients should be able to work in an environment free of bullying and harassment. We have policies and procedures in place to prevent and put a stop to any unacceptable behaviours.

Bridge to Brisbane

CV participates in the annual Bridge to Brisbane, Queensland's largest fun run. The event brings the local community together to raise funds for hundreds of charities while also promoting a healthy and active lifestyle.



Red Cross Lifeblood team

CV is registered as a Lifeblood team and we encourage our team to regularly donate blood or plasma as part of the team.



Community Build Projects

CV regularly takes part in build projects for the community, donating our time and materials. These projects include:

- Wishlist: The House the Coast Built – construction of affordable accommodation for families of Sunshine Coast University Hospital patients.
- DVConnect – construction of QLD's first purpose-built domestic violence bridging accommodation.
- WindanSea Boardriders Clubhouse – construction of a new clubhouse for a local community surf club.



GOVERNANCE

CV is committed to a transparent, accountable approach to business across all areas. Our governance structure includes board charters, open and transparent reporting, structured risk management reviews and clear people policies.

OUR GOVERNANCE INITIATIVES

External Certification

CV complies with, and is externally certified to, the ISO standard for safety, quality and environment. SAI Global complete an annual audit to ensure ongoing compliance.

Compliance Programs

CV has established an internal Compliance Committee to ensure that all reporting and financial commitments are in line with legal and regulatory requirements. Reporting to the Board, the Compliance Committee meets quarterly.

External Audit

Grant Thornton are appointed as CV external auditors. CV's finances and finance processes are audited annually to ensure all financial protocols and reports are in line with accounting and regulatory standards.

Board Structure

The CV Board is comprised of CV shareholders/ directors and an external advisor. Meeting monthly, the Board is provided with a monthly Board report, oversees shareholder strategy, and approves Director remuneration, shareholder dividends and funding facilities.

Financial Controls

The CV ERP System includes structured delegations for purchase commitments, operating expenditure and capital expenditure. All financial commitments are subject to a delegated approval process.

All client and supplier contracts are reviewed prior to CV entering into them to ensure that the contractual terms and risks are understood and managed.

Diversity Reporting

CV completes the WGEA Report annually and is committed to enhancing our diversity results.

Employee Entitlements

All employees are paid in accordance with the relevant Industrial Instrument. Employee hours and payroll are monitored, approved and reported on. Regular testing is in place to ensure actual entitlement meet the relevant BOOT testing.



CERTIFIED AND ACCREDITED TO GET THE JOB DONE



CV systems are externally certified by SAI Global. Our certification covers:

- **Quality** certification to ISO 9001:2015 standard
- **Environment** certification to ISO 14001:2015 standard
- **OHS** certification to ISO 45001:2018 standard

CV is accredited to undertake underground and overhead work on ENERGEX assets. We are on the Ergon Energy Preferred Contractor Panel and are a Level 1 Approved Services Provider in NSW.

We are members of Master Builders, MEA (an accredited Master Electrician Australia), AI Group, the Plumbers Association, the Australian Sign & Graphics Association, the Facility Management Association and the National Fire Industry Association. We are a Telstra approved contractor and are Molex and CommScope certified installers.

CVSG Electrical Construction Pty Ltd

Electrical Contractor Licence No: 68271

CV Infrastructure Services Pty Ltd

Electrical Contractor Licence No: 71102

CVSG Asset Services Pty Ltd

QBCC Licence No: 1232419

Electrical Contractor Licence No: 68870

CV Media & Signage Pty Ltd

QBCC Licence No: 1061506



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