



Sustainability, Ethical Sourcing, Bribery and Anti-Corruption Policy

CQG Consulting¹ is a regionally based professional consulting firm delivering environmental, engineering and town planning services to local, national, and international clients. We acknowledge the traditional custodians of the lands and waters where we work and live and pay our respects to their Elders past, present and emerging.

This Policy is a statement of ongoing commitment by CQG Consulting to ensure the business operates in a responsible and consistent manner.

CQG Consulting is committed to:

- Actively promoting and encouraging the reduction of waste by minimising consumption and the use of natural resources, reusing and recycling materials taking into consideration the lifecycle of the resource;
- Setting an operational target of net-zero greenhouse gas emissions by 2030;
- Raising awareness of the importance of sustainability and ethical sourcing with our suppliers, staff and clients;
- Involvement and support in an ethical local community and events;
- Sourcing consumables from reputable suppliers aiming for high-quality design for goods and packaging with an emphasis on durability, reusability, design for repairability and remanufacturing, recyclability and compostability;
- Engaging in business relationships with companies that work in accordance with and uphold human rights values;
- Managing our business in a manner that reflects our high ethical values;
- Upholding fair working conditions and ensuring each employee is judged on his/her ability to do their job, not on the basis of personal characteristics, such as gender, ethnic origin, religion, age, disability, personal beliefs, marital status, sexual orientation, union membership or political affiliation;
- Accurate and transparent record keeping;
- Demonstrating our commitment to continuous improvement in maintaining our certified Health, Safety Environment and Quality management systems;
- Meeting and exceeding the expectations of our clients, through accurate and safe work practices and ethical purchasing considerate of environmental impacts;
- Not offering or accepting bribes or facilitating payments or engaging in any form of corruption, whether directly, through our suppliers or any third party;
- Not knowingly engaging in, condoning or ignoring any kind of fraud, false claim, deception or dishonest behaviour or allow someone else to do so on our behalf;
- Avoiding situations in which our personal circumstances could lead to a conflict of interest, we declare and resolve any conflicts as soon as we become aware of them; and
- Welcoming fair, open and honest competition and not engaging in practices that try to achieve an unfair competitive advantage.

The active and effective involvement of our management, staff, sub-consultants and suppliers in sustainable and ethical sourcing is sought and encouraged.

Patrice Brown, Company Director, CQG Consulting

¹ CQ Environmental Pty Ltd (ABN 61 107 574 514) trading as CQG Consulting