



Toll Group

Environment & Sustainability Policy

Overview

Toll Group is committed to reducing its environmental impact, improving resource efficiency, and supporting resilient operations while delivering superior service.

Toll Group will integrate social, economic, and environmental values into decision-making to positively influence the communities in which Toll Group operates and to offer customers a service aligned to their own environmental, social and governance priorities.

This Policy outlines the principles guiding our approach to environmental and sustainability management.

Scope

This policy applies to all Toll Group locations and to everyone who works for, visits, or performs duties on behalf of Toll in any capacity—including employees, contractors, and third-party providers operating under Toll's control.

Principles

This policy outlines the way we operate, and all activities must adhere to the general principles listed below.

Toll Group is committed to the following principles to ensure responsible environmental and sustainable management across its operations:

Commitment and Governance

- Commitment to continuously improving environmental and sustainability performance through proactive risk management, system enhancement, measurable objectives, performance monitoring, and applying lessons learned.
- Commitment to compliance obligations, including relevant environmental laws, regulations, and standards.
- Commitment to environmental protection and pollution prevention, supporting long-term ecological health and operational resilience.
- Commitment to preventing pollution and minimising operational impacts on marine and freshwater environments – including seas, oceans, rivers, lakes, and waterways - through responsible practices and continuous improvement.
- Commitment to conserving biodiversity and protecting ecosystems by minimising habitat disruption, supporting restoration initiatives, and promoting sustainable practices across operations and supply chains.

Operational Excellence

- Embedding environmental and energy conservation into business decision-making processes, particularly in capital allocation and strategic planning.
- Integrating climate change considerations into the development, maintenance, and effectiveness of management systems, with input from relevant stakeholders.
- Implementing targeted programs focused on environmental management, energy efficiency, alternative energy sources, and low-emission technologies as they become viable.
- Minimise waste and optimise resource use through life cycle thinking, circular economy practices, and continuous improvement to meet compliance obligations and sustainability goals.
- Committed to reducing non-GHG air and atmospheric pollutants—including SO_x, NO_x, VOCs, particulates, dust, odour, noise, light and traffic impacts—through practices that protect local environments and communities.

Culture and Engagement

- Fostering a culture of environmental sustainability by raising employee awareness and involvement across all levels of the organisation.
- Sharing best practices in environmental management, energy efficiency, waste and resource management, and sustainable procurement across all business divisions.
- Engaging collaboratively with interested parties and customers to promote and develop improved environmental sustainability practices across the value chain.

Accountability

- The safety of people, the impact Toll Group has on the environment, and the reputation of Toll Group are paramount. Compliance with this Policy is essential to achieving these outcomes.

Compliance and Implementation

It is the responsibility of senior management to ensure that this Policy is disseminated and fully understood at every level throughout Group.

This policy must be read in conjunction with the Environmental Management Standard.

All users must abide by the requirements set out in this policy. Users found to have violated or attempted to violate these requirements may be subject to disciplinary action, up to and including termination of employment. Additionally, Toll reserves all rights to take legal action(s), where required.

Breaches to this Policy

Users/Employees must report any alleged breaches of the above requirements to their managers, an Eligible Recipients (as defined in Toll Whistleblower Policy [Toll Whistleblower Policy](#) and to [Group Compliance](#). For serious breaches, including allegations of fraud and improper conduct, users are encouraged to contact the [Toll Disclosure Hotline](#).

All suspected breaches will be investigated, and appropriate disciplinary and remedial action will be taken.

Further Information

For further information contact your manager, HSSE representative or Human Resources representative.

This document can be found on the [Group Policy sharepoint page](#).



Robert Reiter
Group Managing Director
Toll Group
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Related Documents

Environmental Management Standard