

Morrison Low Sustainability Policy

Purpose

At Morrison Low we are in the business of professional consulting for profit, fulfilment and fun. Our vision is to be government’s preferred management consulting business, recognised for delivering excellence and quality solutions, while meeting shareholder expectations.

We deliver our purpose and vision by our commitment to our company values.

The purpose of this Policy is to outline Morrison Low’s commitment to a culture of sustainable practice. The Policy underpins our company’s values, with focus on respect, relationships, integrity and enduring.

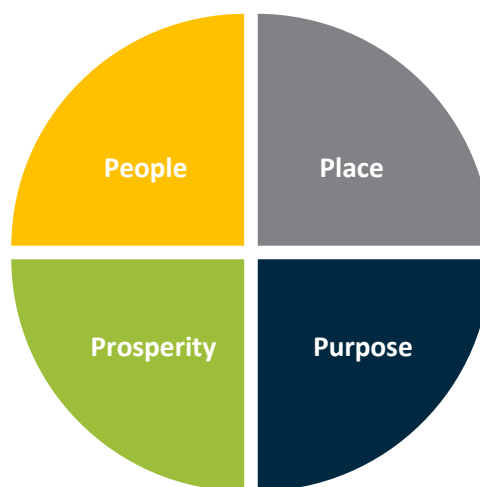
Our People	Together	Results
Respect	Support	Success
Integrity	Teamwork	Excellence
Initiative	Relationships	Enduring

Morrison Low - Company Values

Our Sustainability Vision

Our vision for sustainability is to deliver enduring results that enhance the outcomes of today and the future of tomorrow by putting people, place, prosperity and purpose at the core of our business.

Our team works with a diverse range of clients and suppliers in New Zealand and Australia and we recognise that the application of people, place, prosperity and purpose is unique in every situation. Therefore, we strive to create a resilient, supportive culture in our own workforce. This enables our people to not only deliver value to our clients, but also to contribute meaningfully to their own place through their communities and environment.



People, place, prosperity and purpose at the core of our business

Scope and commitments

This is a Morrison Low Policy which applies to all staff, subcontractors, and Boards.

To support this vision Morrison Low will:

- Seek to understand the values and visions of our clients
- Remain up to date and informed of the political, social and environmental conditions impacting our clients, staff and partners
- Proactively seek out equivalent policies from our suppliers and partners, and engage with them on the importance of sustainability to Morrison Low
- Provide opportunities for engagement with our employees to understand how they apply our vision in their everyday lives
- Work within the law and voluntarily exceed legal requirements seeking innovation and leadership on the issues that are important to our internal and external stakeholders
- Actively seek feedback on how we are delivering against our vision
- Evaluate our success by how our actions and advice build a resilient future for our employees, clients, and the communities in which we operate both now and into the future

The Morrison Low Holdings (MLH) Board is responsible for driving a culture of sustainable practice. Therefore, the Board will each year approve a Sustainability Programme with measurable actions to review our performance and promote continuous improvement.

Roles and responsibilities

Individual responsibilities

All staff uphold the sustainability vision through their interactions with each other, with our clients, and with our suppliers. This includes engaging in conversations which promote greater understanding of an individual or entity's understanding of people, place, prosperity and purpose.

Management responsibilities

Managers are responsible as leaders to encourage all staff to engage in delivery of the vision; they are responsible for day-to-day implementation and support of this Policy through their actions, initiatives and examples they set when engaging with other staff, clients or suppliers.

Managing Director

The Managing Director has the following responsibilities:

- Developing the annual Sustainability Programme
- Developing a resilient and supportive culture which encourages promotion and realisation of the vision
- Ongoing management and monitoring of the commitments and Sustainability Programme
- Leading by example
- Providing regular reporting to the MLH Board on the implementation of this Policy, performance against commitments, and any approved measurable objectives as set out in the Sustainability Programme

Morrison Low Holdings Board

The Board is responsible for approving the Sustainability Policy and the annual Sustainability Programme, and therefore has oversight of the delivery of commitments and actions which arise from the Sustainability Programme. It is also the Board's responsibility to assess progress against the vision. The Board will lead by example.

Authorised by:

The Board of Morrison Low Holdings

June 2019

Managing Director: Dan Bonifant