	Doc Number: RAPALLO-1445435833-333	Doc Type: Policy
	Doc Title: Environmental, Social and Governance (ESG) policy	Version: 1.0

Environmental, Social and Governance (ESG) policy

1. Scope & Purpose

The purpose of this policy is to demonstrate Rapallo’s commitment to Environmental, Social and Governance practices and communicate this commitment to all staff, sub-contractors, clients and suppliers.

This Policy covers all of Rapallo’s own business activities as well as those carried out by sub-contractors on behalf of Rapallo.

2. Responsibilities

All Rapallo Project Managers are responsible for enforcing this policy on their individual projects. Oversight and auditing on the implementation of this policy will be conducted by Rapallo senior management.

This policy also applies to all Rapallo office staff responsible for carrying out their duties to support non-project related business activities.

3. Policy Statement

Rapallo is committed to building ESG into all aspects of the business. Rapallo will work with customers to understand their ESG requirements and integrate them into their projects. This ESG policy statement reflects Rapallo’s commitment to improving how business decisions and policies address opportunities for sustainability, along with our customers.

Environmental Sustainability: Rapallo is committed to operating in an environmentally responsible manner to reduce our impact on climate change, conserve natural resources and operate in compliance with environmental regulations.

Social Responsibility: Rapallo is committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, promoting workplace health and safety, operating ethically and supporting local communities.


Governance: Rapallo is committed to building a culture dedicated to ethical business behaviour and responsible business activity. Rapallo believes strong governance is the foundation to delivering on commitments.

4. Objectives

In relation to this ESG Policy, Rapallo aims to improve its own outcomes as well as help its customers in relation to the following objectives:

Environmental:

- Reduce emissions that contribute to climate change.
- Reduce energy use.
- Minimise the production of waste.
- Dispose of waste in a responsible manner.
- Consider environmental impacts such as biodiversity and habitat protection for projects.

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Social:

- Provide a safe workplace for employees.
- Engage with employees on employee diversity and promote an inclusive workplace.
- Purchase from companies that meet Rapallo’s Ethical Purchasing policy.
- Engage with relevant stakeholders and communities when implementing projects.
- Support and engage with local companies in relation to projects.
- Support and engage with indigenous companies in relation to projects.

Governance:

- Promote and continuously develop company procedures and policies.
- Comply with relevant regulations and standards.
- Act ethically with employees and clients.

5. References

List relevant legislation, standards and Rapallo documents referenced within this Policy document.

Ref #	Doc No.	Description
1	RAPALLO-1445435833-273	Ethical Purchasing Policy
2	RAPALLO-1445435833-331	Employee Relations Management Plan

6. Policy Review

Fill out table for details of next review. ‘Next Review Date’ is auto populated from the BMS SharePoint.

Responsible for review	Review Frequency	Next Review Date
Victor Simbile	2 yearly	30/03/2024