

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The UN SDGs identified below are the goals that align the closest to the issues that are material to Murray & Roberts' relevance and sustainability.



1 NO POVERTY



Targets

- ✓ 1.2
- ✓ 1.4
- ✓ 1.5

The permanent infrastructure we develop supports socioeconomic and human development, contributing to wealth creation and better living standards, and enhancing the social fabric and vitality of the communities in which the Group operates. Our business activities provide salaries, career advancement and skills development for employees, and create jobs for wider society. Our localisation programmes aim to leave a lasting positive impact on surrounding communities, ensuring that they share in the economic benefits associated with our projects. Programmes are in place to support fair and equitable services, local hiring and procurement opportunities. Our corporate social investment (CSI) responds to the challenges faced by nearby communities and our skills development programmes enhance the employability of local people.

2024 Sustainability Report: Cultivating a valuable employee proposition (PG 33), Creating socioeconomic value for communities (PG 39).

Sustainability website: Social management – our employees and sustainable localisation.



3 GOOD HEALTH AND WELL-BEING



Targets

- ✓ 3.3
- ✓ 3.4

Our health and wellness programme aims to proactively manage communicable and non-communicable illness, including interventions for tuberculosis, malaria, HIV/Aids and COVID-19; chronic illnesses such as diabetes, hypertension, obesity and high cholesterol; and mental health and wellbeing.

2024 Sustainability Report: Maintaining our safety record (PG 27).

Sustainability website: Social management – our employees.



4 QUALITY EDUCATION



Targets

- ✓ 4.1
- ✓ 4.2
- ✓ 4.4
- ✓ 4.5

Our CSI programmes respond to the specific needs and expectations of communities located near our projects, with a focus on advancing education. Our learnerships and apprenticeships provide local people, particularly the youth, with workplace experience and skills development opportunities, enhancing their employability and ability to acquire decent jobs. In South Africa our learning interventions prioritise black people and women in line with the objectives of the Construction Sector Code and our employment equity plan.

2024 Sustainability Report: Cultivating a valuable employee proposition (PG 33), Creating socioeconomic value for communities (PG 39).

Sustainability website: Social management – our employees and sustainable localisation.



5 GENDER EQUALITY



Targets

- ✓ 5.5

Gender equity is covered in our diversity, equity and inclusion (DEI) programmes, however we face the challenge of attracting technically skilled women into a male-dominated workplace with sometimes rigid working conditions. As a result the representation of women in our managerial levels is lower than we would like. Where feasible, we are adapting our working conditions to accommodate women and to attract them into our employ.

2024 Sustainability Report: Cultivating a valuable employee proposition (PG 33).

Sustainability website: Social management – our employees.



7 AFFORDABLE AND CLEAN ENERGY



Targets

- ✓ 7.1
- ✓ 7.2
- ✓ 7.3

Our renewable energy and power infrastructure business, OptiPower, is positioned to support the transition from fossil fuels to renewable and cleaner sources of energy. Its capabilities enable us to contribute to the universal access to affordable, reliable and modern energy services, increasing the share of renewable energy in the global energy mix, and accelerating the global rate of improvement in energy efficiency.

2024 Sustainability Report: Demonstrating environmental stewardship (PG 18).

Sustainability website: Environmental management.

United Nations Sustainable Development Goals *continued*



Targets

- ✓ 8.2
- ✓ 8.3
- ✓ 8.4
- ✓ 8.5
- ✓ 8.6
- ✓ 8.8

Digitalisation and the use of technological advances will realise multiple efficiencies to improve productivity and project delivery, including improved people resourcing, safety performance and use of natural resources. While suspended in the current year, digital advancement remains a key priority for the Group in the future. Productive activities are also achieved through our leadership development and skills development programmes, which support individual career growth, and our enterprise development programmes for local businesses, including small- and medium-sized enterprises, which support their growth, sustainability and ability to create jobs. We continuously work to enhance the way we use resources to achieve efficiencies and decouple the economic benefits of our projects with environmental degradation. All of our businesses have DEI policies aligned to the diversity priorities of their regions of operation. Our DEI interventions extend beyond the workplace to our supply chain and communities in line with our aim to make a lasting positive impact. We create awareness of unconscious biases and ensure that any unfair discrimination is eliminated and fair treatment is provided to all. Our learnerships and apprenticeships provide local people, particularly the youth, with workplace experience and skills development opportunities. We protect labour rights and promote safe and secure working environments for all our workers, including those of our business partners.

2024 Sustainability Report: Demonstrating environmental stewardship (PG 18), Maintaining our safety record (PG 27), Cultivating valuable employee proposition (PG 33), Creating socioeconomic value for communities (PG 39), Maintaining an ethical culture and responsible business practices (PG 43).

Sustainability website: Environmental management, Social management – our employees and sustainable localisation, Ethical business conduct management.



Targets

- ✓ 12.4
- ✓ 12.5
- ✓ 12.6

Our environmental programme prioritises responsible and efficient use of project input materials. We make a concerted effort to minimise waste generation and disposal, including new engineering designs, recycling and reuse of materials where feasible, and finding alternative uses for waste materials. Our businesses are ISO 14001 certified, which covers waste and hazardous material management. Disposal of waste is undertaken in strict compliance with regulatory requirements. Murray & Roberts has been publishing a standalone sustainability report since 2015. Every year, we strive to improve our reporting, providing stakeholders with transparent information on our sustainable practices and sustainability performance to assist their decision-making in relation to the Group.

2024 Sustainability Report: Our sustainability framework (PG 9), Stakeholder priorities (PG 17), Demonstrating environmental stewardship (PG 18).

Sustainability website: Sustainability framework, Stakeholder engagement, Environmental management.



Targets

- ✓ 13.1

We work with our clients, business partners and suppliers to deliver low-carbon solutions and reduce the carbon footprint of the supply chain. We do not participate in thermal coal projects unless the projects are based in South Africa, which needs its coal-fired power stations to sustain socioeconomic development. We will also continue to participate in metallurgical coal projects until such time that sustainable alternatives for large scale steel production are available. We assist our clients to strengthen the resilience of their infrastructure to climate-related hazards and natural disasters, and we are working to reduce our own emissions. OptiPower plays an important role in our commitment to green energy.

2024 Sustainability Report: Demonstrating environmental stewardship (PG 18).

Sustainability website: Environmental management.