



SUSTAINABILITY POLICY

O'Donnell Griffin is one of Australia's leading partners in electrical and communications solutions, offering major design, installation and operational maintenance services.

O'Donnell Griffin is committed to developing and enhancing its sustainability initiatives to ensure that it conserves the natural resources and protects the environment, wherever it operates.

To deliver on this commitment O'Donnell Griffin will:

- Operate our business professionally, committing to corporate environmental ethics that ensure strategic business initiatives are aligned with this commitment;
- Promote the prevention of pollution to protect the earth's resources as one of our corporate values;
- Encourage process modifications that reduce or eliminate pollution and waste;
- Develop a program for businesses within the group to effectively address sustainability in such areas as water, energy, pollution, employee wellbeing and waste management;
- Continue to improve our environmental performance by establishing objectives and targets, monitored by Key Performance Indicators and regular reporting;
- Operate in compliance with applicable environmental laws, regulations and other requirements and aspire to higher standards;
- Encourage a sense of environmental responsibility among all staff via the Cross Business Sustainability team;
- Develop programs in conjunction with the businesses within the group, to actively discuss, develop and influence sustainability initiatives with key customers and incorporate environmental best practice in to technological solutions;
- Engage the communities in which we operate in environmental and social initiatives aligned to our business;
- Include environmental sustainability as part of our business planning process.

Leadership in sustainability is the responsibility of all O'Donnell Griffin employees. Our Senior Managers monitor the effectiveness of this policy and are accountable to our shareholders for its implementation.

This signed statement confirms our personal commitment to this policy.

A handwritten signature in black ink, appearing to read 'D Rafter'.

David Rafter
Chief Executive, Norfolk Electrical & Communications and Norfolk International.
Issued June 2009