



ESG

CAPABILITY STATEMENT

CV



INTRODUCTION

CV Services Group delivers environmental, social and governance (ESG) outcomes through established systems, practical processes and consistent day-to-day project delivery.

This ESG Capability Statement outlines how ESG considerations are embedded across CV's operations and service delivery in practice. It focuses on the systems, frameworks and initiatives currently in place to support responsible, reliable and compliant outcomes for clients, partners and communities.

CV's targets, future commitments and strategic direction are detailed in the CV Sustainability Plan. This Capability Statement demonstrates how those commitments are translated into action across our business today.

ABOUT CV

CV is a multi-disciplinary services provider delivering integrated solutions across infrastructure, construction, asset maintenance, power and signage. We operate in complex and highly regulated environments where safety, reliability and delivery assurance are critical.

Through experienced delivery teams, established management systems and strong governance, CV supports clients through on-the-ground project delivery and advanced systems integration, from planning and engineering through to construction, commissioning and ongoing support.

ESG considerations are embedded in how we plan work, manage risk and deliver projects, enabling consistent environmental management, safe and ethical work practices, and dependable outcomes across diverse project environments.

OUR PHILOSOPHY

CV conducts business in a way that delivers positive outcomes for people, clients, communities and the environments in which we operate.

Long-term success is underpinned by strong governance, responsible decision-making and consistent standards of delivery. This includes protecting health and safety, managing risk and compliance, and working ethically and transparently with clients, subcontractors, suppliers and stakeholders.

Through continuous improvement and practical, solutions-focused delivery, CV applies ESG principles in a way that supports safe, reliable and sustainable project outcomes.



ENVIRONMENTAL

CV manages environmental performance through established systems, site controls and operational practices that reduce environmental impact across our projects, facilities and fleet. Environmental considerations are embedded into planning, delivery and day-to-day decision-making to support compliance, efficiency and responsible resource use.

Through ISO 14001:2015 certified systems and targeted initiatives, CV actively monitors energy consumption, waste, emissions and site impacts, applying practical measures that deliver measurable environmental outcomes while supporting reliable project delivery.

OUR ENVIRONMENTAL INITIATIVES

SOLAR

CV's Hendra head office and signage manufacturing facility operate with an integrated solar inverter and battery system that supports day-to-day energy demand and reduces reliance on grid power. The system includes two 210 kW inverters (420 kW total) and supplies approximately 36% of our annual electricity consumption.

RECYCLING PROGRAM

CV operates a structured waste recycling program covering steel, aluminium, copper, timber, cardboard, paper and fluorescent lamps. Diversion to recycling is monitored and reported monthly against volume, tonnage and cost savings to support performance tracking and continuous improvement. Through these controls, we consistently achieve a 28% diversion to recycling, measured as a combination of weight and volume.

HEAD OFFICE GREEN SPACE

At CV's Hendra head office and signage facility, 2,500sqm of our 20,000sqm site is dedicated green space for our team members to use.

ENVIRONMENTAL SITE CONTROLS

CV applies a range of environmental site controls to manage potential impacts during project delivery. These controls include visual monitoring of erosion and sediment, use of filter socks or filter sock sag inlet protection, minimisation of ground disturbance works and the controlled use of water for dust suppression.

FLEET SYSTEMS

All CV vehicles are fitted with In-Vehicle Monitoring Systems (IVMS) that provide driver behaviour reporting. This system, combined with fuel and vehicle reporting, enables CV to monitor and manage fuel efficiency and kilometres travelled across the fleet.

SUSTAINABLE SIGNAGE

CV provides 100% recyclable substrate options for signage and energy-efficient LED technologies to support lower material waste and reduced energy consumption.

POWER CONSUMPTION

Power Monitoring – CV uses EcoStruxure software to monitor power consumption and optimise energy usage across facilities.

Air-Conditioning Controls – At our Hendra head office, automated air-conditioning shutdowns and manual office controls are in place to prevent unnecessary energy use.

Manufacturing Demand Management – At CV's Hendra signage manufacturing facility, procedures are in place to manage start-up loads and limit maximum demand during operations.

EV CHARGING

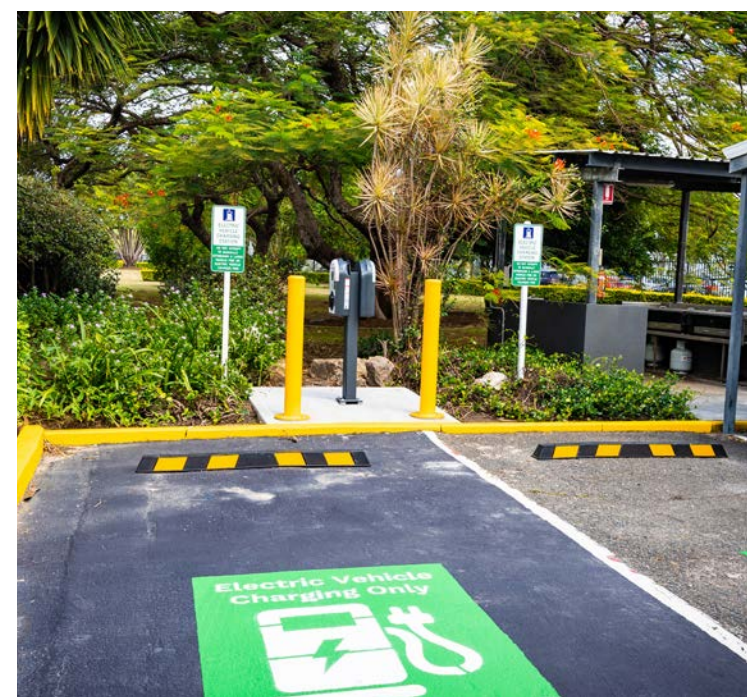
CV has installed EV charging infrastructure across facilities, including two Type 2 chargers at our Hendra head office and an additional charger at our Maroochydore office, to support the use of electric vehicles.

CLIENT SUPPORT

PARTNERSHIP WITH *BuildingsAlive*

CV has partnered with Buildings Alive to support clients, particularly owners and managers of property portfolios and buildings, through an integrated trades services solution aligned with energy, water, gas and carbon reduction objectives.

This integrated service provides automated feedback, prioritised actionable insights, technical analysis and optimised maintenance activities to improve the energy and environmental performance of large, complex buildings. CV works with clients to support their journey towards 24/7 carbon-free operations.





SOCIAL

CV supports social outcomes through the safety, wellbeing and development of our people, while contributing to the communities in which we operate. Social considerations are embedded across workforce practices, safety leadership, wellbeing initiatives and community engagement activities.

Through structured programs, clear policies and active participation, CV promotes safe, respectful and inclusive workplaces and supports initiatives aligned with team member priorities and industry expectations.

SAFETY, HEALTH & WELLBEING

SAFETY LEADERSHIP

Safety underpins all CV operations. We actively participate in industry safety discussions, forums and events, and promote strong safety practices across our workforce. CV provides safety training for teams and targeted safety leadership training for frontline leaders to support consistent application of safe systems of work.

MENTAL HEALTH

CV supports mental health and wellbeing through participation in Mates in Construction, including annual General Awareness Training, trained Connectors and team members accredited in ASIST.

EMPLOYEE ASSISTANCE PROGRAM

CV provides access to an Employee Assistance Program (EAP), offering free and confidential counselling services to team members as part of our broader health and wellbeing framework.

SUN SAFETY

CV supports skin cancer prevention and early detection messaging in partnership with Melanoma Patients Australia. To reinforce sun safety in practice, CV provides Naturally Cooked Sunscreen free to all team members and promotes sun-safe work practices across sites and operational environments. 10% of Naturally Cooked Sunscreen's profits are donated to TIACS, supporting free mental health services for workers and their families.

WORKPLACE RESPECT & INCLUSION

CV maintains policies, procedures and awareness initiatives to support workplaces free from bullying, harassment and unacceptable behaviour. This includes domestic violence awareness initiatives and alignment with Respect@Work principles to promote safe, respectful and inclusive environments for team members, contractors and clients.

WORKFORCE DEVELOPMENT & INCLUSION

APPRENTICE PROGRAM

CV supports the development of the next generation of tradespeople through a structured apprentice program. This includes involvement in career events, support during the application process, ongoing assistance throughout apprenticeships and pathways into long-term careers with CV.

GENDER EQUITY & INDUSTRY SUPPORT

CV supports gender equity and inclusion through active involvement with NAWIC, including offering free NAWIC membership to team members, promoting and supporting industry events, and sponsoring the annual NAWIC charity fundraiser in support of TIACS.

COMMUNITY ENGAGEMENT

RECONCILIATION

CV is committed to reconciliation with Aboriginal and Torres Strait Islander peoples. We participate in community events, recognise and celebrate significant dates, and have a Reconciliation Action Plan (RAP) in place to guide meaningful and practical actions. Reconciliation initiatives focus on awareness, respect, relationships and opportunities across our workforce and communities.

CHRISTMAS CHARITY SUPPORT

In place of client gifts, CV makes an annual Christmas donation to a charity aligned with company values and community needs. During the Christmas period, CV also supports a Christmas tree appeal, with our team members contributing donated gifts and food to support those in need during the holiday period.

CHARITY FUNDRAISING EVENTS

CV encourages participation in charity fitness events that raise funds and awareness for community organisations while promoting a healthy and active lifestyle. Events supported include Bridge to Brisbane, International Women's Day Fun Run, MS Brissie to the Bay and Darkness to Daylight.

COMMUNITY BUILD PROJECTS

CV contributes to community build projects through the donation of time, materials and technical expertise, supporting facilities and infrastructure that deliver positive outcomes for local communities.





GOVERNANCE

Strong governance underpins how CV operates, manages risk and delivers consistent outcomes for clients and stakeholders. Our governance framework supports transparent decision-making, regulatory compliance and accountability across all areas of the business.

Through board oversight, certified management systems and structured compliance and financial controls, CV maintains disciplined governance practices aligned with long-term business sustainability.

GOVERNANCE FRAMEWORK & OVERSIGHT

BOARD & EXECUTIVE OVERSIGHT

CV's governance structure includes a Board comprising shareholders and directors, supported by an external advisor. The Board meets monthly and receives structured reporting to support oversight of strategy, performance, risk and governance.

Board oversight includes approval of shareholder strategy, director remuneration, dividends and funding facilities.

RISK MANAGEMENT & COMPLIANCE

CV maintains structured risk management and compliance processes across the business. An internal Compliance Committee reports to the Board and meets quarterly to oversee regulatory compliance, reporting obligations and financial controls.

All material risks, contractual commitments and regulatory requirements are identified, assessed and managed in accordance with CV's governance framework.

ASSURANCE & CERTIFICATION

CV's management systems are externally certified to recognised international standards for quality (ISO 9001:2015), environment (ISO 14001:2015) and occupational health and safety (ISO 45001:2018), with annual audits completed by Intertek SAI Global.

FINANCIAL GOVERNANCE & CONTROLS

FINANCIAL & CONTRACTUAL CONTROLS

CV operates structured financial controls through its ERP system, including delegated authorities for procurement, operating expenditure and capital expenditure. All financial commitments are subject to defined approval thresholds.

Client and supplier contracts are reviewed prior to execution to ensure contractual obligations, risks and commercial terms are understood and managed.

EXTERNAL AUDIT

Grant Thornton is appointed as CV's external auditor, with financial statements and finance processes audited annually to ensure compliance with accounting and regulatory standards.

WORKFORCE, ETHICS & REPORTING

DIVERSITY & WORKFORCE REPORTING

CV completes annual Workplace Gender Equality Agency (WGEA) reporting and monitors workforce diversity metrics as part of our governance and reporting obligations, with a focus on improving diversity outcomes over time.

EMPLOYMENT COMPLIANCE

CV ensures all team members are paid in accordance with relevant industrial instruments. Employee hours, payroll and entitlements are monitored, approved and reported, with regular testing conducted to confirm compliance with applicable requirements, including BOOT testing.

CERTIFIED & ACCREDITED TO GET THE JOB DONE

CV systems are externally certified by Intertek SAI Global. Our certification covers:

- **Quality** certification to ISO 9001:2015 standard
- **Environment** certification to ISO 14001:2015 standard
- **OHS** certification to ISO 45001:2018 standard

CV is accredited to undertake underground and overhead work on ENERGEX assets. We are on the Ergon Energy Preferred Contractor Panel and are a Level 1 Approved Services Provider in NSW. CV is accredited with Essential Energy, Ausgrid and Endeavour Energy. CV is a Gallagher Perimeter Solutions and SMB channel partner, and an AXIS communications CCTV channel partner. We are a Telstra approved contractor, and are Molex and CommScope certified installers.

We are members of Master Builders, MEA (an accredited Master Electrician Australia), AI Group, QBCC, Australian Sign & Graphics Association, Master Plumbers Association, Australian Refrigeration Council (ARC), Facility Management Association, Australian Security Industry Association Ltd (ASIAL), National Fire Industry Association, Australian Energy Producers, Australian Industry & Defence Network (AIDN), Engineers Australia, Professionals Australia, Toowoomba and Surat Basin Enterprise (TSBE) and Clean Energy Council.

CVSG Electrical Construction Pty Ltd

QLD Electrical Contractor Licence No: 68271
NSW Electrical Contractor Licence No: 240746C
Security Provider Licence No: 3257431

CV Infrastructure Services Pty Ltd

QLD Electrical Contractor Licence No: 71102
NSW Electrical Contractor Licence No: 243316C

CVSG Asset Services Pty Ltd

QBCC Licence No: 1232419
QLD Electrical Contractor Licence No: 68870
NSW Electrical Contractor Licence No: 314960C

CV Media & Signage Pty Ltd

QBCC Licence No: 1061506
QLD Electrical Contractor Licence No: 1501601



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