



Cardno SDG Ambition Benchmark	SDG Impact Primary and additional	Proposed indicators and indicative status / work in hand	Targets and actions required	Means and Method	Deliverable Owner	Financial Impact	Timing
<p>Achieve gender balance across all levels of Cardno management and increase diversity and inclusion at all levels across the company</p> <p>Alignment with materiality assessment social priorities: > Diversity and inclusion > Labor standards</p>	<p>PRIMARY: SDG 5 - Achieve gender equality and empower all women and girls</p> <p>ADDITIONAL: > SDG 1 (End Poverty) > SDG 4 (Quality Education) > SDG 8 (Decent Work and Economic Growth) > SDG 16 (Peace, Justice and Strong Institutions)</p>	<p>PROPOSED INDICATORS</p> <ol style="list-style-type: none"> Average hours of training per year per employee by gender, and by employee category (GRI 404-4) Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation (GRI 405-2) Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity (GRI 405-1) <p>INDICATIVE STATUS / WORK IN HAND: > Parental Leave Policy > Purchased Leave Policy > Grievance Policy and Procedure > Women in Cardno Leadership Program > Inclusion and Diversity Policy > Safeguarding Policy > Child Protection Risk Assessment > Affirmative Action Plans > Workplace Gender Equality Act (WGEA) reporting</p>	<p>Benchmark indicators in 2021 Set management goal for each of the three indicators</p>	<p>PCF and HRIS IDE program</p>	<p>Global HR Manager</p>	<p>No potential financial impact</p>	<p>Upcoming Wage Gap Analysis 3q21</p>
<p>100% of Cardno's operational electricity needs are from renewable sources</p> <p>Alignment with materiality assessment environmental priorities: > Transition to decarbonization > Energy management in Cardno's fleet and buildings > Cardno's GHG emissions</p>	<p>PRIMARY: SDG 7 - Ensure access to affordable & clean energy</p> <p>ADDITIONAL: > SDG 13 (Climate Action)</p>	<p>PROPOSED INDICATORS</p> <ol style="list-style-type: none"> Energy consumption within the organization (GRI 302-1) <p>INDICATIVE STATUS / WORK IN HAND: > ISO14001 Certification</p>	<p>2021 - Price benchmarking, utility negotiation and policy establishment 2022 - Report on plan to meet benchmark</p>	<p>BST and GL Codes for AME AME utility tracking in place as of June 20. APAC/ID accounting January 21 Utility bill analysis and utility program research with support from regional CFOs Process will follow SBTi, GRI and CDP protocols</p>	<p>CFO</p>	<p>Unknown – renewable energy will increase costs; efficiencies will reduce costs</p>	<p>January 21 – Implement global accounting for utilities April 21 – Current benchmark set July 21 – Establish FY22 target, implement reduction program, begin disclosure</p>
<p>Take immediate and effective measures to eradicate forced labor, end modern slavery, and human trafficking</p> <p>Alignment with materiality assessment social priorities: > Human rights > Modern slavery > Labor conditions</p>	<p>PRIMARY: SDG 8 - Decent Work and Economic Growth</p> <p>ADDITIONAL: > SDG 5 (Gender Equality) > SDG 16 (Peace, Justice and Strong Institutions)</p>	<p>PROPOSED INDICATORS:</p> <ol style="list-style-type: none"> Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor. (GRI 408-1) Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. (GRI 409-1) <p>INDICATIVE STATUS / WORK IN HAND: > Cardno Code of Conduct Update > Modern Slavery and Human Trafficking Policy, Human Rights Policy, Safeguarding Policy, Child Protection Policy, Whistleblower Policy (Global and ID) > Modern Slavery Awareness Training > Supplier Procurement Process Improvements (Contract Language, Supplier Risk Assessment) > Modern Slavery Reporting (1st Report Under AUS Modern Slavery Act)</p>	<p>Annual report on Cardno supply chain Create Cardno supply chain reporting requirements Setting goals against the selected indicators</p>	<p>BST and procurement platform</p>	<p>CEO</p>	<p>Unknown</p>	<p>Staff Training and top 10 supplier evaluation completed January 21 First annual statement due March 21</p>
<p>Ensure safe and secure working environments for all staff</p> <p>Alignment with materiality assessment social priorities: > Worker health and safety > Labor rights</p>	<p>PRIMARY: SDG 8 - Decent Work and Economic Growth</p> <p>ADDITIONAL: > SDG 5 (Gender Equality) > SDG 16 (Peace, Justice and Strong Institutions)</p>	<p>PROPOSED INDICATORS:</p> <ol style="list-style-type: none"> Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor. (GRI 408-1) Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. (GRI 409-1) <p>INDICATIVE STATUS / WORK IN HAND: > TRIR, Fatality Rate Data > Zero Harm Program > Employee Assistance Program (mental health) > Development of COVID-19 Leadership Response Team > Pandemic Awareness and Safe Return to Work Training > Creation of Fit for Work Daily Health Assessment > Other mental health-related actions</p>	<p>Setting goals against the selected indicators, for example, zero injuries and fatalities over a specified period. Consider establishing contractor/supplier requirements.</p>	<p>SHIELD</p>	<p>Global HR Manager</p>	<p>No additional cost</p>	<p>Ongoing – monthly reporting</p>

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<p>Achieve science-based emissions reduction in line with a 1.5°C pathway by 2035</p> <p>Alignment with materiality assessment environmental priorities > Cardno's GHG emissions</p>	<p>PRIMARY: SDG 13 - Climate Action</p>  <p>ADDITIONAL: > SDG 3 (Good Health and Well-Being) > SDG 9 (Industry, Innovation and Infrastructure) > SDG 12 (Responsible Consumption & Production) > SDG 14 (Life Below Water) > SDG 15 (Life on Land)</p>	<p>PROPOSED INDICATORS:</p> <ol style="list-style-type: none"> 1. Direct greenhouse gas (GHG) emissions (Scope 1) (GRI 305-1) 2. Energy indirect (Scope 2) GHG emissions (GRI 305-2) 3. Other indirect (Scope 3) GHG emissions (GRI 305-3) 4. GHG emissions intensity (GRI 305-4) 5. Reduction of GHG emissions (GRI 305-5) 6. Emissions of ozone-depleting substances (ODS) (GRI 305-6) 7. Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions (GRI 305-6) <p>INDICATIVE STATUS / WORK IN HAND: > Preliminary science-based targets established for S&E > Data system will be in place to benchmark GHG for APAC/ID by 1st Q 2021</p>	<p>Setting goals against the selected indicators - for example, reduction in baseline GHG emissions</p> <p>2035 targets will be defined and included in our 2022 report, along with strategy for achieving targets</p>	<p>BST and GL Codes Environmental SBTi, GRI, and CDP protocols</p>	<p>CFO</p>	<p>Unknown</p>	<p>January 21 – Implement global utility accounting practices</p> <p>July 21 – establish preliminary Science-Based targets based on 12 months AME and 6 months APAC data</p>
<p>Zero incidences of bribery</p> <p>Alignment with materiality assessment governance priorities > Business ethics</p>	<p>PRIMARY: SDG 16 - Peace, Justice and Strong Institutions</p>  <p>ADDITIONAL: > Cross-cutting across entire framework</p>	<p>PROPOSED INDICATORS:</p> <ol style="list-style-type: none"> 1. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct, and codes of ethics. (GRI 102-16) 2. Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines. (GRI 102-17) 3. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. (GRI 205-2) 4. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. (GRI 205-2) 5. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. (GRI 205-2) 6. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. (GRI 205-2) 7. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. (GRI 205-2) 8. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. (GRI 205-2) 9. Total number and nature of confirmed incidents of corruption. (GRI 205-3) 10. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. (GRI 205-3) 11. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. (GRI 205-3) 12. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. (GRI205-3) <p>INDICATIVE STATUS / WORK IN HAND: > Cardno's Zero Tolerance Policy towards fraud, bribery, corruption > Whistleblower hotline > Supplier codes of conduct</p>	<p>Setting goals against the selected indicators, for example, training on bribery and corruption delivered to 100% of Cardno staff.</p>	<p>Whistleblower Hot Line The Cardno Way Anti-Corruption Policy Human Resources, Procurement and Training (Learning Management System [LMS])</p>	<p>CEO</p>	<p>No additional costs</p>	<p>Ongoing training and monthly reporting</p>