



SMOKING POLICY

Global Civil and Mining is an integrated civil and mining service providing surface mining, mine site construction and surface miner rebuilds.

Our Scope is to provide *Surface Mining Operations, Maintenance of Surface Mining Plant and Equipment.*

We are committed to a duty of care under the occupational health and safety legislation to provide a safe and healthy work environment for all employees. The objective of this policy is to eliminate smoking including vaping (e-cigarettes) in enclosed areas and minimise the exposure of tobacco smoke to all employees.

To implement this Policy we will:

- Ensure smoking including vaping (e-cigarettes) is prohibited within 5 meters of any access or egress point.
- Ensure appropriate signage is used to identify non-smoking and designated smoking areas.
- Prohibit smoking including vaping (e-cigarettes) in enclosed areas, vehicles and where smoke can drift into workplaces.
- Provide information on “quitting” programmes.
- Smoking including vaping (e-cigarettes) is prohibited at all times in company owned and provided vehicles and equipment.

This Policy applies to all personnel engaged in activities under Global Civil and Mining’s operational control. Global Civil and Mining Management will use their influence to promote this Policy. Global Civil and Mining will adapt to the higher-level procedure that is applicable to the site standards.

Global Civil and Mining will review this policy annually.

A handwritten signature in black ink, appearing to read 'Kane Blackburn'.

Kane Blackburn
Managing Director
18th April 2025