

HEALTH & SAFETY 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 believe that all injuries are preventable and that striving continuously to improve our health and safety performance is fundamental to our business success. We are committed to establish a high standard of health and safety performance and together we will keep health and safety as the top priority for all Global Civil and Mining employees and contractors. We will comply with the requirements of ISO 45001:2018, business and corporate legislations and work within Industry standards.

To implement this Policy we will:

- Clearly state in our Management Plan our overall health and safety objectives.
- Commitment to establish and improve on meaningful and measurable objectives and targets.
- We will actively and openly, review and report on our health and safety performance against published objectives and targets
- Improvement plans will be developed to support the delivery of these objectives and targets
- Ensure continued focus on improvement aimed at the elimination of work-related injury and illness.
- Plan and perform business activities using a risk-based approach, eliminate hazards and reduce OH&S Risks.
- Delay or stop activities where effective controls are not in place.
- Comply fully with all applicable laws, regulations, legislations and other requirements while aspiring to set a higher standard.
- Ensure a safe working environment at all times.
- Ensure consultation and participation of workers, and, where they exist, workers representatives
- Foster a culture that empowers and rewards everyone to act safely.

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.



John O'Donnell
Director
17th April 2026