



# ENVIRONMENTAL 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 minimise environmental impacts at every stage of work, from planning through to development and operations. We recognise sound environmental practices that reduce harm and benefit all stakeholders including employees, nearby residents and the broader community. We will comply with the requirements of ISO 14001:2015, business and corporate legislations and work within Industry standards.

To implement this Policy we will:

- Conduct all business in an ethical manner that meets community, statutory and legal compliance.
- Clearly state in our Management Plan our overall environmental objectives.
- Commitment to establish and improve on meaningful and measurable objectives and targets.
- Actively seek and promote environmentally friendly and energy efficient use of resources.
- Understand, promote and uphold fundamental human rights within our sphere of influence, respecting the traditional rights of Indigenous peoples and valuing cultural heritage.
- Work with those involved in our projects to reduce waste, continually improve the prevention of pollution and promote the responsible use and management of resources.
- Incorporate sustainability practices into procedures and job planning.
- We regard excellence in environmental management as an integral part of our business and are committed to achieving zero harm to people, our host communities and the environment.

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 be "John O'Donnell".

John O'Donnell  
Director  
17<sup>th</sup> April 2026