

ANTI-BRIBERY & CORRUPTION 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*.

Global Civil and Mining has a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all business dealings. The objective of this Policy is to set out the responsibilities in observing and upholding the Company's position on bribery and corruption; and provide information and guidance to those working for the Company on how to recognise and deal with bribery and corruption issues.

Global Civil and Mining will act with integrity by:

- Never offering, giving, requesting, or accepting bribes in any form.
- Never offering or accepting money, gifts, travel, hospitality, entertainment, or any other token of appreciation that could be perceived as favouritism, discrimination, collusion, or any other inappropriate practice.
- Never engaging in any form of corrupt conduct, whether for the benefit of GCM, yourself, or any other party.

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', enclosed in a faint circular outline.

John O'Donnell
Director
17th April 2026