



SUSTAINABILITY 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 deliver good work for our customers, we must meet the needs of the present, without compromising the ability of future generations to meet their needs. Our approach needs to create long-term value, by considering how we impact the ecological, social and economic environments in which we operate.

To implement this Policy we will:

- Develop a culture of collaboration and knowledge sharing to encourage and capture innovation.
- Promote a culture that builds capability and supports opportunities for sustainability, diversity and inclusion.
- Apply innovation, life-cycle thinking and effective planning to drive sustainable performance.
- Share our sustainability journey with our partners, stakeholders and the broader community.
- Seek environmentally and socially responsible supply chain solutions.
- Reduce emissions and impact on the environment in which we work and live, always actively seeking ways to minimise our environmental footprint.
- Be recognised as a leader and contractor of choice in sustainability by our clients and the construction industry.
- Promote environmentally responsible outcomes by using resources efficiently, minimising waste and building resilience to climate risks.
- Maintain an environmental management system consistent with the ISO 14001:2015 standard.

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 'John O'Donnell', enclosed in a simple oval outline.

John O'Donnell
Director
17th April 2026