

Civmec is an integrated, multidisciplinary construction and engineering services provider to the energy, resources, infrastructure, marine and defence sectors.

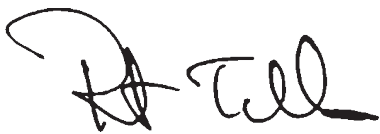
Civmec is committed to the protection of the environment and minimising the adverse environmental impacts associated with our work activities. Strong environmental performance is a major component to the ongoing success, growth and sustainability of our company. Our key business strategy and operating method promotes an environmentally aware culture through communication and training, demonstrated leadership, and a commitment to continually improve our environmental performance.

To achieve the above commitments, we shall:

- provide appropriate resources to ensure good environmental management practices are in place to facilitate the protection of the environment and surrounding communities;
- establish and monitor measurable environmental objectives in order to maintain and continually improve our environmental management system;
- foster an environmentally aware culture through training, communication, leadership and commitment, to enhance environmental performance;
- continually improve our environmental management system by regularly reviewing our environmental performance to ensure improvements are identified and celebrated;
- maintain compliance with environmental legal and other requirements by treating applicable environmental legislation as a minimum standard across the organisation, and communicating environmental obligations to our employees and contractors;
- focus on key environmental aspects and sustainable practices that are relevant to our business, such as prevention of air, soil and water pollution; reducing impacts on climate change; conservation of flora and fauna; recycling and waste management practices; resource efficiency; and community impacts;
- ensure employees and contractors working for or on behalf of Civmec comply with our approach towards responsible environmental management; and
- conduct regular reviews of our policy to ensure it remains relevant and appropriate to the organisation.

We all have a responsibility to respect the environment and communities we work in; by following the above principles we can go a long way towards achieving this.

This Environmental Policy is reviewed biennially to ensure it remains relevant and appropriate to the organisation. It is displayed in prominent locations, is available and can be viewed on Civmec's website and SharePoint, and is communicated to employees and contractors as part of our induction and onboarding processes.



Patrick Tallon
Chief Executive Officer
Civmec Group
February 2025