WORK HEALTH AND SAFETY POLICY

FSC Civils is passionate about the well-being of personnel and visitors on our sites. Through effective management practice, our goal is to have high-quality, risk-free, environmentally stable, and contented workplaces through our accomplished WHS Management System.

FSC Civils, through Project Management, Supervision, Communication, and Consultation, endeavours to eliminate hazards and risks that could cause accidents, injuries, or illnesses to personnel and visitors.

We will conduct business in a manner that avoids harm by preventing incidents to achieve our goal of zero work-related injury or illness in the workplace. We will accomplish this by:

- setting objectives and performance measures to achieve workplace health and safety targets.
- complying with the relevant legislation and conforming to recognised industry standards and best practices wherever relevant.
- Identifying hazards, assessing risks, implementing appropriate controls, and reviewing their effectiveness.
- Providing personnel and visitors with information, instruction, training, and supervision appropriate to the hazards they are likely to encounter.
- Seeking participation of our personnel in dealing with safety and health matters and
- Assessing our activities through frequent audits and reviews to continuously improve the performance of our management systems and overall safety culture.

FSC Civils shall provide the time and resources necessary to implement this policy and its management system to continually improve workplace safety and health. Achieving this involves accountability and teamwork. Consequently, FSC Civils is committed to a consultative approach in which all personnel at all levels of the organisation are responsible for their own and other people's safety.

Each person who works for FSC Civils is personally responsible and accountable for their safety and health performance and for achieving Quality and risk-free performance in their areas of operation. All personnel are required to follow our rules for Quality, Safe, and Healthy Operations and satisfactory Environmental Protection. Personnel will report risks to their supervisors and wear the appropriate Personal Protective Equipment where required.

Our commitment to effective and proficient WHS Management is as important as our commitment to our other Business Objectives. There will be no compromise with regards to the WHS Management System.

Signature:
Sean Breen
CEO
12/02/2026

Signature:
Mairead Breen
Executive General Manager
12/02/2026