ENVIRONMENTAL, WASTE MANAGEMENT & MINIMISATION POLICY

With the growing environmental concerns, FSC Civil's consideration of our environment is of the utmost importance. FSC Civils will comply with all relevant Acts and Regulations to ensure the protection of the environment. Our central goal is to prevent pollution and minimise waste through a thorough campaign of "Re-use and Recycle before disposal" throughout the course of our business activities, specialising in civil infrastructure works, from concept to completion.

To fulfil our obligations, FSC Civils has developed a comprehensive Integrated Management System enabling us to:

- Set achievable Environmental targets and goals, which will be assessed on a regular basis and revised annually.
- Identify and conform to legislative requirements pertaining to the Environment.
- Continually improve our procedures to optimise the conservation of our resources, including energy, and recycle or reuse waste items.
- Consult with the necessary authorities regarding waste disposal.
- Follow correct disposal procedures.
- Implement an environmental preventative maintenance program at each work site and
- Assess Environmental aspects and impacts and introduce strategies to control them with a heightened focus on significant aspects where they are identified.

Personnel at all levels of the organisation are required to contribute to the overall environmental conditions at our place of work and assist. All Workers have the authority and will be held accountable for taking prompt remedial action to prevent or eliminate environmental hazards and provide the necessary control mechanisms to assist in managing the environment where appropriate. All must ensure that this policy and the program are effectively implemented in their areas of control, support supervisors, and hold them accountable for their specific responsibilities. Each Worker is responsible and will be held accountable for taking all practical measures to ensure that:

- The workplace under their control is free from polluting the environment
- Any refuse or waste product is to be removed, controlled, or treated.
- All legislative requirements are being met

All personnel are required to cooperate with management so that policy, programs, and legislative requirements ensure that the environment remains safe and healthy. Personnel will always be held accountable for detecting conditions detrimental to the environment.

Signature:
Sean Breen
CEO
12/02/2026

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