

AUSPOL-003 ENVIRONMENT & SUSTAINABILITY POLICY

PURPOSE

To ensure compliance with our moral, legal and ethical 'duty of care' to be aware of the environmental responsibilities and to be committed to implementing sustainable and environmentally responsible practices during our operations with an overall goal to minimise any negative impact on the local and / or global environments now or in the future.

OBJECTIVES

To achieve a safe and healthy working environment and culture within AusLinc Pty Ltd by providing clear and consistent information, support and training to achieve the commitment and cooperation of its management, workers, contractors, sub-contractors and visitors on any site under our control or at any other time when acting on behalf of, or representing, the Company. AusLinc values the local and / or global environments and as such will:

- Provide a safe working environment for our workers specifically in relation to working with hazardous materials, dangerous fauna and / or excessive noise;
- Maintain current knowledge of Environmental Protection legislation relevant to the State and the work being undertaken;
- Establish and regularly review measurable objectives and targets to ensure continued improvements aimed at the elimination of waste, pollution and negative environmental impact;
- Regularly review and update work practices to ensure compliance with requirements and legislation;
- Manage our activities so that any pollution or visual impact on the environment and / or heritage value are prevented and any risk minimised and remediated as soon as is practicable;
- Minimise the production of waste and ensure all unavoidable waste products are disposed of responsibly;
- Review and integrate environmental "best practice" into our organisational processes;
- Provide adequate training and resources to all our workers to ensure we can handle any environmental concerns that may arise during the scope of our operations;
- Be open and responsive to any environmental concerns raised by our clients, communities and authorities;
- Actively promote the Reduce, Recycle, Reuse approach in our work operations;
- Where practical utilise sustainable resources such as wind, solar and water.



RESPONSIBILITIES

- The Managing Director is accountable for the Company's compliance with this policy and must demonstrate due diligence in all HSE matters.
- The HSE Compliance Officer is responsible for ensuring this policy is maintained and current versions available.
- All line managers and supervisors are responsible for ensuring the correct procedures are implemented.
- Employees, contractors, sub-contractors and suppliers are responsible for:
 - working safely to ensure their own safety and health; and
 - making sure their actions do not cause injury or harm to themselves, others or the environment; and
 - following Company written instructions on safety and health; and
 - asking for assistance if they do not understand the information; and
 - reporting any hazards, injuries or ill health to the relevant supervisor; and
 - cooperating fully with AusLinc Pty Ltd when something needs to be actioned.

COMMITMENT

This policy is fully approved and supported by the AusLinc Pty Ltd management and reviewed on an annual basis, or earlier if changes are required based on changes to legislation or company operating standards.

RELATED COMPANY WRITTEN INSTRUCTIONS:

- AUSDOC-098 HSEQ Management Plan
- AUSPRO-012 Emergency Management Procedures
- AUSPRO-015 Hazard Identification & Risk Management Procedure

Approved by: Craig Tait

MANAGING DIRECTOR: *C Tait* 01/06/2026