

Occupational Health & Safety Policy Statement

FCE Projects Limited's mission is to be a resilient organisation that protects the environment, improves the lives of our people, supports the communities we serve and brings economic benefit for our region. Our business was founded in 2004 and we have always upheld company values and a principles-based approach to doing business, that ensures we are:

- Focused - *driven by our customer needs.*
- Collaborative - *working across project stakeholders to deliver the best solutions.*
- Ethical - *acting with integrity, equality, fairness, and respect.*
- Responsible - *doing the right thing for society and the planet.*

Statement of Intent

FCE Projects Ltd regards good health and safety as the cornerstone of a successful business. It is of the utmost importance to us that we care for the safety, health and well-being of our employees and everyone else who interfaces with our business activities.

Our approach to managing health and safety is structured and risk based. We aim to create a safe working environment by identifying and assessing risks, adopting good practice and ensuring that safe systems of work are in place across all business activities.

We are committed to:

- Provide safe and healthy working conditions for the prevention of work-related injury and ill health to its employees, subcontractors, members of associated companies, and the public.
- Provide appropriate information, instruction and training for all employees.
- Allocate sufficient resources to enable the Policy to function effectively.
- Seek to improve our health and safety performance.
- Promote joint consultation with customers, employees, subcontractors and any other relevant parties.
- Regularly assess operational performance, accident investigation reports and audit information to facilitate the continual improvement of our OH&S management system.
- Make health and safety matters an integral part of the management of the company.
- Fulfil legal requirements, approved codes of practice and industry recognized guidelines.
- Continue the ongoing identification and elimination of hazards, assessment of OH & S risks and the implementation of any necessary control measures.

Our health & safety policy, therefore, is to:

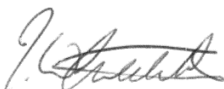
- Prevent accidents, injury and cases of work-related ill health;
- Manage health and safety risks in our workplace;
- Provide clear instructions, information and adequate training and to ensure employees are competent to do their work;
- Provide personal protective equipment;
- Consult with our employees on matters affecting their health and safety;
- Provide and maintain safe plant and equipment;
- Ensure safe handling and use of substances;
- Maintain safe and healthy working conditions;
- Implement emergency procedures including evacuation in case of fire or other significant incidents.

The next review date for this policy is January 2026.



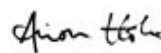
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January 2025

