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Decarbonisation Strategy



Delivering the Best...
Every time

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WHY DECARBONISATION MATTERS

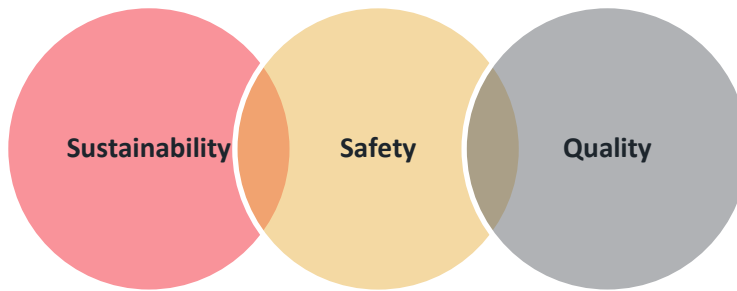
The world faces a critical challenge to respond effectively to climate change.

FMS Group recognises that like all organisations and individuals, we have a role to play in helping the world tackle this challenge.

Our commitment is rooted in the understanding that climate change poses significant risks to our planet, communities, people and clients and we seek to support these stakeholders by reducing our carbon footprint, contributing to greater transparency across the supply chain, and continuing to innovate our services within the circular economy.

OUR APPROACH

Guiding Principles



FMS Group is committed to contributing to a sustainable future through responsible business practices that provide employees with a safe and inclusive workplace, creates value for the communities in which we operate and respects the environment. How FMS Group achieves this objective will evolve through active engagement in innovation, progressive industry 'best practice' and government direction and legislation.

Good corporate governance and risk management practices form the basis on which FMS Group delivers its corporate strategy and sustainability objective.

We recognise our moral, and legal, obligation to operate in a safe manner at all times and is committed to supporting the safety of our workforce. Our commitment to the health, safety and wellbeing of our people and our communities is expressed in strong safety leadership, engagement with our workforce and stakeholders, and a continual focus on identifying and managing risks. We also understand we face challenges to maintain and improve our performance, and continuously engage with our people to safeguard against complacency in the workforce.

We safely deliver services that satisfy the needs and expectations of our clients – first time, every time. FMS Group recognises that it is our people who deliver our services and build trusted relationships to enhance our reputation. Therefore, supporting the wellbeing of our people, attracting, developing and retaining a skilled workforce, and promoting an inclusive and diverse workplace culture are vital to maintaining a competitive advantage and underpinning our future success.

Sustainability Policy

FMS Group provides extensive services that include on-site specialist trades, project and shutdown maintenance, workshop repair, overhaul, fabrication and machining, engineering design and jacking solutions across all industries.

Sustainability refers to the use, development and protection of resources at a rate and in a manner that enables people to meet current needs and provides for the needs of future generations.

FMS Group is committed to approaching all aspects of our business' operations in a sustainable and responsible manner to deliver lasting value to our stakeholders. We will do this by minimising our environmental footprint, making a positive social impact, and applying ethical business and governance practices to everything we do.

We strive to:

- Deliver a workplace that protects the safety, health and wellbeing of all our people at all times.
- Foster an environment that encourages and values a diverse and inclusive workforce.
- Implement relevant sustainability related principles and procedures that add value to our business.
- Implement effective risk management processes to demonstrate good governance.
- Make business decisions that are based on strong ethical standards.
- Demonstrate high standards of environmental stewardship and play our part in carbon reduction and minimising our contribution to climate change.
- Engage with our internal and external stakeholders in a socially responsible way.
- Establish shared values with our internal and external stakeholders by engaging in a positive and constructive manner to further the sustainability related initiatives of the business.

FMS Group acknowledges that delivering these objectives will contribute to business success by strengthening our standing as an industry leader of fabrication and maintenance services and the contractor of choice.

Environmental Policy

FMS Group provides extensive services that include on-site specialist trades, project and shutdown maintenance, workshop repair, overhaul, fabrication and machining, engineering design and jacking solutions across all industries. We are committed to the principals of environmental sustainability and recognise our moral and legal responsibility to ensure that our operations avoid harm to the environment.

FMS Group is committed to environmental improvement and prevention of pollution and will work with our people, our clients, suppliers and the community to ensure we are environmentally responsible for all aspects of operations carried out on site and in our facilities including significant environmental aspects of:

- Controlled and uncontrolled emissions to the atmosphere and discharges to water
- Solid and other wastes
- Contamination of land
- Noise, odour, dust, vibration and visible impact
- Incidents and accidents (safety and the environment)
- Changes and compliance to legislation

We will comply with environmental legislation, regulations and standards which are applicable to our operations and activities. Employees shall actively participate and comply with requirements at FMS Group's facilities and at our client's sites including recycling activities for waste materials and the protection of the environment.

FMS Group is committed to the continual improvement of our environmental performance.

We achieve this through:

- Compliance with legislation, regulations, standards and codes;
- Continual improvement in our environmental performance;
- Utilising the risk processes to identify environmental aspects;
- Setting objectives and targets to manage these aspects;
- Ensuring objectives are established, communicated, measured and reviewed at least annually;
- Providing environmental awareness training to workers,
- Consulting with our people;
- Ensuring that resources are available to achieve environmental objectives;
- Management of waste streams using the hierarchy of waste management – Reduce-Reuse-Recycle;
- Open communication with stakeholders and the community on environmentally relevant issues;
- Promote sustainability through efficient use of natural resources and energy to minimise contribution to climate change;
- Review of the company's performance in achieving the aims of this policy through environmental audits and reviews.

This policy will be communicated to all FMS Group employees, contractors and visitors and will be subject to regular review to ensure it remains valid and relevant.

A Two-tiered Approach

Services that Support Decarbonisation in the Sectors we Serve

- Our core proposition of innovations, products and services that support our clients to reduce energy consumption, reduce waste, and reuse and recycle resources

Our Operational Footprint

- Workplace practices, tools and policies that reduce energy consumption and emissions in our business and deliver improvements and transparency across the supply chain (Scope 1, 2, 3)

ACTION PLAN

Services that Support Decarbonisation in the Sector we Serve


Decarbonisation and broader environmental benefits are embedded in FMS Group’s core proposition. We will continue to work in partnership with clients, innovating and responding with agility to evolving regulatory needs, to support the following decarbonisation outcomes in the sector:

	Resource conservation	<ul style="list-style-type: none"> • By extending the lifespan of equipment through refurbishment and repair, we help to conserve natural resources and reduce the demand for raw materials used in the production of new equipment.
	GHG reductions	<ul style="list-style-type: none"> • Our local maintenance and fabrication facilities offers our clients the opportunity to reduce emissions by reducing the distance heavy equipment and materials needs to be transported. • Our product innovations, developing lighter plant & equipment, further supports reduction of emissions associated with transporting that equipment on and off client sites. • A significant proportion of our workforce are located in regions close to our clients, enabling the reduction of FIFO/commuting footprint.
	Waste reduction	<ul style="list-style-type: none"> • Maintenance and refurbishment minimise the generation of waste associated with equipment disposal, contributing to waste reduction and landfill diversion goals.
	More efficient mining	<ul style="list-style-type: none"> • By working in partnership with our clients, we ensure that equipment downtime is minimised, and productivity is maximised, contributing to a more sustainable and efficient mining operation.

Operational Footprint










We work towards decarbonisation in our own operations by:

- Identifying opportunities to reduce our direct operations energy and emissions (scope 1, 2)
- Reducing indirect emissions via workplace practices, policies, tools and technologies (scope 3)

Opportunity	Actions to reduce our emissions
 <p>Vehicle fleet & fuel Our primary source of Scope 1 emissions is diesel consumption in our light and medium vehicle fleet</p>	<ul style="list-style-type: none"> • Establish emissions measurement capabilities • Measure baseline emissions • Set target emissions and milestones • Invest in modern vehicle fleet • Include emissions in selection process for new vehicles • Optimise vehicle performance with rigorous maintenance regime • Educate our people for fuel efficient driving • Monitor and incentivise our people for fuel efficient driving practices
 <p>Electricity In our operations, electricity consumption in our controlled facilities is the primary source of Scope 2 emissions</p>	<ul style="list-style-type: none"> • Establish electricity measurement capabilities • Measure baseline consumption (workshops and offices) • Set target consumption and milestones • Invest in solar energy systems • Deploy energy saving lighting • Investigate and invest in energy efficiency during design and build • Educate our people on workplace energy efficiency
 <p>Staff commute</p>	<ul style="list-style-type: none"> • Explore supporting personal electric vehicle adoption by our people by providing EV charging stations onsite
 <p>Corporate travel</p>	<ul style="list-style-type: none"> • Carbon-conscious travel approval processes • Prioritise online meetings where possible
 <p>Remote work & online meetings</p>	<ul style="list-style-type: none"> • Support online meetings and engagement with digi-collaboration tools
 <p>Waste to landfill</p>	<ul style="list-style-type: none"> • Explore opportunities to reduce waste to landfill from our workshops and offices • Identify waste streams and establish recycling stations
 <p>Future suppliers</p>	<ul style="list-style-type: none"> • Work with suppliers to more accurately measure emissions • Prioritise partners who will work together to find reduction opportunities
 <p>Measuring our impact</p>	<ul style="list-style-type: none"> • Adopt technologies and methodologies to better track our impact • Implement systems to accurately capture energy consumption/waste
 <p>Best practice culture</p>	<ul style="list-style-type: none"> • Attend expert conferences and networking with industry participants • Educate our people on our decarbonisation approach • Inform our people of our progress via regular reporting and involvement
 <p>Offset emissions</p>	<ul style="list-style-type: none"> • Explore opportunities to compensate for what is difficult to decarbonise by investing in initiatives to offset greenhouse gas emissions • Purchase emissions offset with corporate travel flights




OUR PROGRESS

Operational footprint - Stage 1 initiatives:

	<p>Modern fleet acquisition</p>	<ul style="list-style-type: none"> Modern Fleet Acquisition: We have invested in a modern fleet of vehicles equipped with advanced engine technologies to improve fuel efficiency and reduce emissions.
	<p>Scheduled Maintenance Program</p>	<ul style="list-style-type: none"> We adhere to a rigorous maintenance schedule in line with original equipment manufacturer (OEM) specifications to ensure optimal vehicle performance and minimise emissions.
	<p>Vehicle Policy and Monitoring</p>	<ul style="list-style-type: none"> We have developed a comprehensive Vehicle Policy outlining clear expectations for the use of company vehicles, including guidelines for fuel-efficient driving practices. We actively monitor fuel usage across our fleet and utilise telematics technology, such as the BigMate system, to track vehicle behaviour and address any deviations from our policy.
	<p>Renewable energy targets</p>	<ul style="list-style-type: none"> One of our goals is to meet a minimum of 50% of our Mackay facility's energy needs from renewable sources by the end of 2024. This ambitious target underscores our commitment to transitioning to clean, sustainable energy sources and reducing our carbon footprint and we have taken these significant steps to integrate electricity solutions into our operations.
	<p>Sustainable Facility Design</p>	<ul style="list-style-type: none"> Our Mackay facility, inaugurated in 2022, was strategically planned to minimise its environmental footprint and maximise energy efficiency. Sustainable design features include white roofs for heat reflection, cross ventilation systems, and the incorporation of green spaces to enhance biodiversity and natural cooling.
	<p>Solar PV System Installation</p>	<ul style="list-style-type: none"> We have installed a state-of-the-art 99.9 kW Solar PV System on the rooftop of our headquarters to harness solar energy and reduce our reliance on grid electricity. The system is expected to generate a significant portion of our electricity needs and contribute to our goal of achieving 50% renewables by 2030.
	<p>LED Lighting Upgrade</p>	<ul style="list-style-type: none"> The adoption of energy-efficient LED lighting solutions across our offices and workshops has not only reduced our energy consumption but also enhanced lighting quality and employee comfort.
	<p>Energy Monitoring and Reporting</p>	<ul style="list-style-type: none"> We have implemented robust energy monitoring and reporting systems to track our energy usage and identify opportunities for further efficiency improvements. Regular reporting ensures accountability and transparency in our decarbonisation efforts.
	<p>Case-by-Case Travel Approval</p>	<ul style="list-style-type: none"> We have implemented a rigorous travel approval process to assess the necessity of corporate travel on a case-by-case basis. This ensures that travel decisions are aligned with our business objectives, client requirements, and sustainability goals.

FUTURE DIRECTIONS

Building on the success of Stage 1 initiatives above, FMS Group is now embarking on Stage 2 of our renewable energy journey:

	<p>Partnership with Linked Energy</p>	<ul style="list-style-type: none"> FMS Group has formed a strategic partnership with Linked Energy to implement a comprehensive renewable energy solution for our newest facility. The centrepiece of this initiative is the installation of a 200 kWh solar PV system, complemented by a 250 kWh battery storage system to enhance energy resilience and grid independence.
	<p>Integrated Energy Efficiency Measures:</p>	<ul style="list-style-type: none"> Energy efficiency remains a key focus area in our facility planning and equipment procurement processes. We are actively exploring opportunities to optimise energy usage and reduce our overall energy demand through the adoption of energy-efficient technologies and practices in our new and existing facilities.
	<p>Supporting EV transition for our people</p>	<ul style="list-style-type: none"> We recognise the importance of sustainable transportation in achieving our decarbonisation goals. To support our employees' transition to electric vehicles (EVs), we are investigating installing a charging station at our headquarters, providing convenient access to EV charging infrastructure.

MONITORING AND REVIEW

Our commitment to decarbonisation extends beyond infrastructure investments to encompass ongoing monitoring, evaluation, and employee engagement. We remain vigilant in tracking our energy use, identifying areas for improvement, and fostering a culture of sustainability across our organisation. Our monitoring and review process includes:

Data Collection and Analysis: We collect and analyse data on energy usage, emissions, and renewable energy generation to assess our progress towards decarbonisation goals.

Performance Reporting: Regular reporting and communication of our decarbonisation achievements and challenges ensure transparency and accountability to stakeholders.