

# ENVIRONMENTAL POLICY

FMS Group is a diversified services provider delivering asset repair and maintenance, products, infrastructure projects, labour solutions, and engineering services across the resources, heavy industry, and construction sectors. We are committed to the principle 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.



**Tony Caruso**

Chief Executive Officer  
May 2026