

SUSTAINABILITY 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.

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.



Tony Caruso

Chief Executive Officer

May 2026