

HEALTH AND SAFETY 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.

FMS Group is committed to providing a safe and healthy environment to all employees, contractors, visitors and suppliers who perform day-to-day duties on all sites. This policy and responsibility extend to ensuring that our operations do not place the local community or environment at risk of injury, illness or damage.

All FMS Group operations will comply with relevant local, state, and federal legislation in relation to workplace health, safety and environmental issues, including Australian and International Standards and codes of practice.

FMS Group will commit to adopting a proactive approach to continually improving its health and safety management system and performance in terms of health and safety awareness and control, education of workers, and be an active member in the communities in which we operate.

FMS Group will strive to achieve its health & safety goals and objectives; and demonstrate full commitment to fulfilling its obligations and responsibilities. We are committed to setting health and safety objectives that align with our strategic direction. The objectives are established, communicated, measured and reviewed at least annually to ensure alignment with our expectations and customer requirements. All management, employees and contractors will work towards achieving these goals, and abide by all rules, regulations and policies and ensure they are applied at all levels of the organisation, maintaining and continually improving our integrated management systems alignment with AS/NZS ISO 45001.

We will work with our people to ensure we identify and manage our health and safety hazards and risks; and commit to consultation and interaction opportunities to improve our safety performance. Through this we will achieve a health and safety performance of which we can be proud and reach our goal of an injury and illness free workplace.

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



Tony Caruso
Chief Executive Officer
May 2026