



Sustainability Report FY2026



**Delivering the Best...
Every time**

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FY26 ABOUT THIS REPORT

This Sustainability Report provides an overview of FMS Group’s Environmental, Social and Governance (ESG) performance during the **2025–2026 financial year (FY2026)**.

The report outlines the policies, management systems, initiatives and governance arrangements that supported our commitment to conducting business responsibly and sustainably throughout the reporting period. It demonstrates how sustainability is integrated into our operations through effective environmental management, investment in our people, strong corporate governance and a culture of continuous improvement.

Where available, performance data has been included to demonstrate our progress and establish a baseline for future sustainability reporting.

ABOUT FMS GROUP

FMS Group is an Australian-owned engineering, maintenance and mining services company delivering integrated solutions across the resources, heavy industry and infrastructure sectors.

Our capabilities include engineering, fabrication, shutdown and maintenance services, labour solutions, asset repairs and the supply of specialised mining equipment and components.

Operating across Australia, we combine experienced personnel, technical capability and strong project delivery systems to safely execute complex work for many of Australia's leading industrial and resource companies.

Our success is built on long-term customer relationships, operational excellence and an unwavering commitment to safety, quality and responsible business practices.

 Number of employees	~850
 Facility locations:	Mackay, Brisbane, Welshpool, Henderson, Subiaco, Tom Price
 Years in operation:	21 years
 Key sectors serviced:	Mining, Ports, Infrastructure, Renewables.

SUSTAINABILITY AT FMS GROUP

At FMS Group, sustainability is integrated into the way we conduct business. During FY2026, we continued to strengthen our Environmental, Social and Governance (ESG) practices by investing in our people, improving our management systems and maintaining responsible business practices across our operations.

Our approach recognises that long-term business success depends on balancing operational performance with environmental stewardship, employee wellbeing, ethical governance and positive community outcomes.

Our sustainability activities are aligned across three key pillars:

Environment

We seek to minimise the environmental impacts of our operations through responsible resource management, energy efficiency, emissions monitoring, waste reduction and continual improvement.

Social

We are committed to providing a safe, healthy and inclusive workplace where our people are supported to succeed while contributing positively to the communities in which we operate.

Governance

We maintain strong governance through ethical leadership, effective risk management, compliance with applicable legislation and internationally recognised management systems.

Together, these pillars support responsible decision-making and demonstrate our commitment to delivering sustainable outcomes for our employees, customers, suppliers and communities

OUR CHOICES

Our values, known as Our Choices, define the behaviours expected of every employee and underpin the way we conduct business. They guide decision-making across all aspects of our operations and reinforce our commitment to safety, teamwork, accountability and respect.

First in Safety

We choose to be safe in everything we do

Mates in the Workplace

Everything we do, we do together. We always look out for each other.

Supporting work/life balance

We put our best foot forward at work, to enjoy our family, friend and the community in which we live and support

Group Success

Built on employee commitment, we take ownership of our work and quality and strive for success.

FY2026 HIGHLIGHTS

The following highlights demonstrate our commitment to operating responsibly, supporting our people and delivering sustainable value to our customers, suppliers and communities.

	Established FMS Group's first organisational greenhouse gas emissions baseline.
	Continued investment in renewable energy through solar photovoltaic systems and battery energy storage.
	Maintained certification to ISO 9001, ISO 14001 and ISO 45001
	Continued reporting under the Modern Slavery Act 2018 (Cth) and strengthened supplier due diligence processes.
	Delivered mental health training and wellbeing initiatives across the organisation.
	Continued implementation of the Supervisor Engagement and Development Program.
	Maintained a strong focus on employee recognition through GEM Awards and Service Awards.
	Supported local communities through sponsorships and community partnerships.



ENVIRONMENT

FMS Group is committed to responsible environmental stewardship and continually improving the environmental performance of our operations. Throughout FY2026, we maintained environmental management systems, invested in energy-efficient infrastructure, monitored greenhouse gas emissions, and implemented initiatives to reduce waste and improve resource efficiency.

Our environmental approach is guided by compliance with applicable environmental legislation, continual improvement and responsible operational practices. We recognise that effective environmental management not only protects the environment but also supports operational efficiency and delivers value for our customers and stakeholders.

During FY2026, our environmental focus areas included:

- Climate change and greenhouse gas emissions
- Renewable energy
- Energy efficiency
- Waste management and resource recovery
- Environmental compliance and continual improvement

Climate Change

FMS Group recognises climate change as both an environmental responsibility and an important business consideration.

During FY2026, our focus was on establishing reliable greenhouse gas emissions data, improving energy efficiency across our facilities and preparing for Australia's mandatory climate-related financial reporting requirements.

Significant investment has been made in energy-efficient infrastructure, including solar photovoltaic systems and battery energy storage, to reduce operational emissions and improve energy resilience.

Our FY2026 emissions data establishes the baseline from which future environmental performance will be measured.

Climate-related Financial Reporting

During FY2026, FMS Group commenced preparing for the introduction of Australia's mandatory climate-related financial reporting requirements.

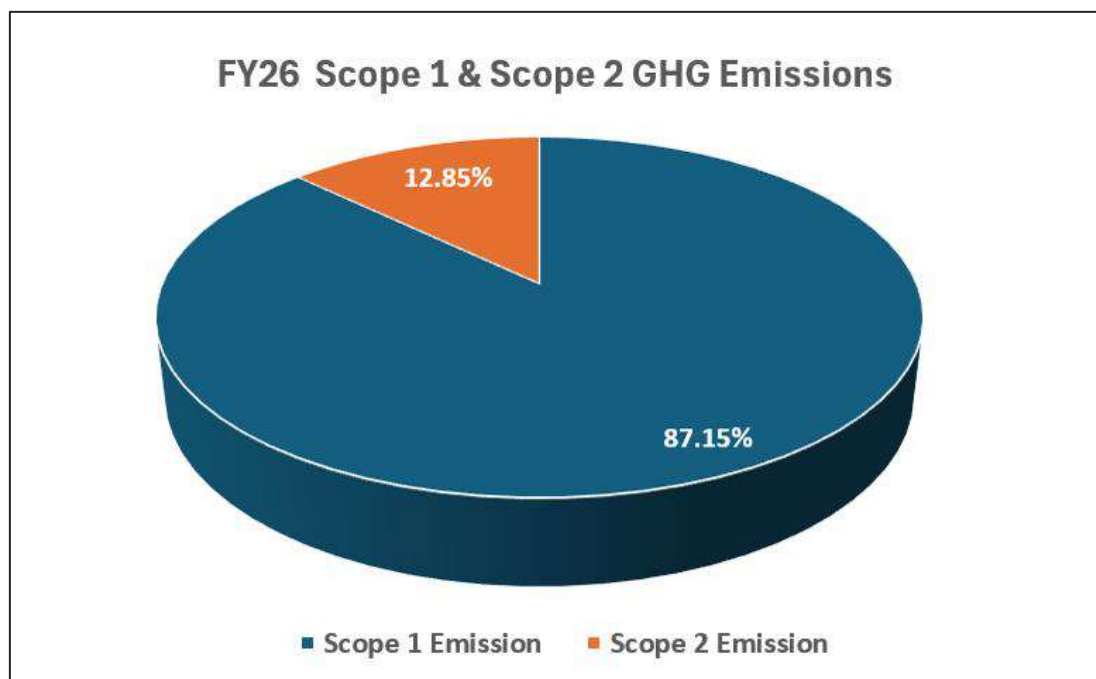
Preparation activities included establishing greenhouse gas emissions reporting processes, improving environmental data collection and developing internal capability to support future reporting obligations.

FMS Group is expected to report as a Cohort 3 entity, with mandatory reporting commencing for financial years beginning on or after 1 July 2027.

Scope 1 and Scope 2 Emissions

FMS Group continued to strengthen its greenhouse gas emissions reporting capability during FY2026 by improving the collection and verification of fuel and electricity consumption data across our operations.

This work enabled the establishment of FMS Group's first organisational greenhouse gas emissions baseline and provides the foundation for future emissions reporting and performance monitoring.



GHG Emissions Baseline

FMS Group established its FY2026 greenhouse gas emissions baseline using verified Scope 1 and Scope 2 emissions data.

This baseline will be used to monitor future environmental performance, identify opportunities for improvement and support future sustainability reporting.

Renewable Energy

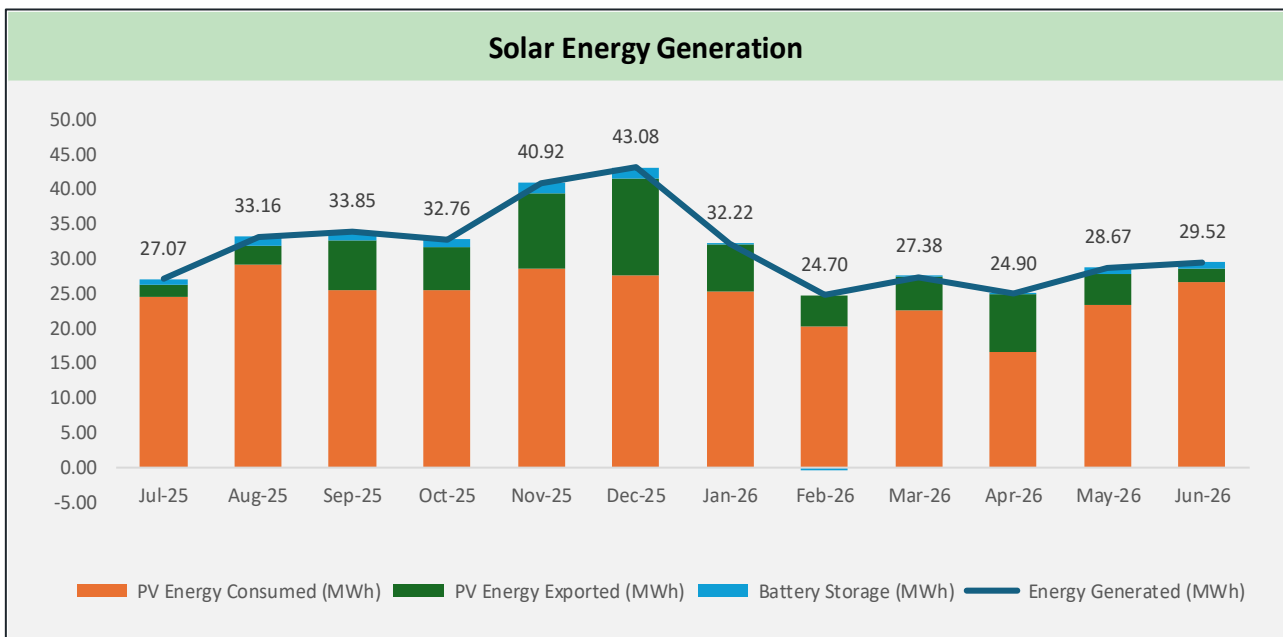
During FY2026, FMS Group continued investing in renewable energy infrastructure to reduce electricity consumption from the grid and lower operational greenhouse gas emissions.

Solar photovoltaic systems are installed at FMS Group's Queensland facilities, including the Corporate Office and Fabrication Workshops.

The FY2026 installation (existing infrastructure) included:

- 99 kW solar installation at the Fabrication Workshop
- 200 kW solar installation across the car park roof and Assets & Logistics facility
- 250 kW Battery Energy Storage System

These investments improve energy resilience, reduce electricity costs and support lower operational emissions.



FMS Group's renewable energy generation is accredited and allows the creation of Large-scale Generation Certificates (LGCs). Consistent with our sustainability strategy, the Group retains these certificates instead of trading them, preserving the associated renewable energy attributes and demonstrating our commitment to genuine emissions reduction and responsible environmental stewardship.

Waste Management

FMS Group is committed to reducing waste generation and maximising resource recovery wherever practicable.

During FY2026, waste generated across our operations was segregated, monitored and managed in accordance with applicable environmental legislation and company procedures.

Waste streams included:

- General waste
- Recyclable materials
- Regulated waste

Licensed waste contractors were engaged to collect, transport and dispose of waste using approved recycling and disposal facilities.

During FY2026, FMS Group also continued initiatives to reduce waste and improve recycling outcomes, including:

- review waste streams
- improved waste segregation
- default double-sided printing
- reuse of supplier packaging
- replace general waste bins with recycle option bins in office facilities
- awareness campaigns



SOCIAL

FMS Group recognises that our people are fundamental to our success. Throughout FY2026, we continued to invest in initiatives that supported employee health, safety, wellbeing, professional development and inclusion while maintaining a workplace where people feel respected, supported and empowered to perform at their best.

Our social approach extends beyond our workforce to include the communities in which we operate. Through community partnerships, sponsorships and responsible employment practices, we seek to create positive and lasting social outcomes.

During FY2026, our key social focus areas included:

- Employee health, safety and wellbeing
- Mental health and psychosocial risk management
- Diversity, equality and inclusion
- Learning and leadership development
- Employee recognition and engagement
- Community sponsorship and engagement

Employee Wellbeing

The health, safety and wellbeing of our people remained a priority throughout FY2026.

FMS Group maintained programs and initiatives designed to support both physical and psychological wellbeing while fostering a workplace culture where employees feel safe, supported and able to seek assistance when required.

Our wellbeing approach combines proactive risk management, health promotion, mental health awareness and leadership capability to create a safe and supportive working environment.

Mental Health and Wellbeing Standard

FMS Group maintained a Mental Health and Wellbeing Standard throughout FY2026 that supports the management of psychosocial hazards and promotes positive mental health across the workplace.

The Standard integrates mental health into the Company's health and safety management system and provides a framework for identifying psychosocial risks, implementing appropriate controls and encouraging early intervention.

Through awareness campaigns, leadership education and partnerships with specialist providers, FMS Group continued promoting positive mental health and reducing stigma across the organisation.

Mental Health Training

During FY2026, FMS Group continued investing in mental health capability across the organisation through structured training programs for employees and leaders.

Training delivered included:

- safeTALK
- Mental Health Awareness for Leaders
- Mental Health First Aid

These programs strengthen awareness, improve early intervention and build leadership capability to support employees experiencing mental health concerns.

Employee Assistance Program (EAP)

FMS Group continued providing employees and their immediate family members with access to a confidential Employee Assistance Program (EAP).

The EAP offers professional counselling and support services covering personal, family, financial and work-related matters and forms an important component of FMS Group's broader wellbeing framework.

FMS Group partners with Gryphon Psychology to provide a free and confidential EAP service to our people and their families.

Our EAP service maintains a 3.2% utilisation rate (close to industry standard), we continue to promote Wellbeing and our EAP offering via Inductions, Newsletters, focus days such as RUOK Day, and other material readily available to our teams.

Diversity, Equality & Inclusion

FMS Group is committed to maintaining a workplace where all employees are treated fairly, respectfully and equitably.

Throughout FY2026, diversity, equality and inclusion were supported through employment practices, policies and leadership behaviours that promoted equal opportunity and prohibited discrimination, harassment and victimisation.

We recognise that a diverse workforce strengthens innovation, improves decision-making and contributes to a positive workplace culture.

Key initiatives during FY2026 included:

- Diversity Policy
- Discrimination and Harassment Policy
- Workplace Gender Equality reporting
- Flexible work arrangements
- Ongoing policy awareness

Workplace Gender Equality Agency (WGEA)

During FY2026, FMS Group continued aligning its gender equality initiatives with the Workplace Gender Equality Agency (WGEA) reporting framework.

Areas of focus included:

- workforce gender composition
- flexible work
- prevention of sexual harassment
- continuous monitoring of gender equality indicators

Sexual Harassment

FMS Group maintained a zero-tolerance approach to sexual harassment and sex- or gender-based harassment throughout FY2026.

This commitment was supported through:

- Discrimination and Harassment Policy
- Sexual Harassment Prevention Plan
- Investigation procedures
- Employee awareness

The Prevention Plan adopts a proactive risk-based approach to identifying, assessing and controlling psychosocial risks associated with sexual harassment.

All reported matters are managed confidentially, investigated appropriately and addressed in accordance with FMS Group policy.

Training & Development

FMS Group continued investing in workforce capability during FY2026 through structured learning, competency development and leadership programs.

Training remained aligned with operational requirements, regulatory obligations and individual development needs.

A significant initiative during FY2026 was the Supervisor Engagement and Development Program, designed to strengthen frontline leadership capability through coaching, practical development and regular engagement with senior leaders.

Employee Recognition and Engagement

Recognising employee contribution remains an important part of FMS Group's culture.

Throughout FY2026, Company A continued recognising outstanding performance through:

- GEM Awards
- Service Awards
- Values-based recognition

These programs celebrate employees who demonstrate FMS values, contribute to operational excellence and achieve significant service milestones.

Community Sponsorship and Engagement

FMS Group continued supporting the communities in which we operate through sponsorships, local partnerships and community engagement activities during FY2026.

These initiatives focused on strengthening local communities, supporting participation in sport and community events and contributing to social wellbeing.

Community investment reflects FMS Group's commitment to being a responsible corporate citizen and building positive relationships with the regions in which we operate.

Community & Culture	Sporting
Rhythm on the Reef (Major Sponsor)	Sarina Junior Rugby League Club
Mackay C&K Kindergarten	Indoor Cricket WA
Cancer Council Biggest Morning Tea	Mackay Basketball Association
Matters of Substance Drug Awareness Manual	Ipswich Basketball Association
Mackay Neighbourhood Hub – Adopt a Family appeal	Jett Van Polen Muay Thai
The Butterfly Effect	Middlemount Panthers Football Club
Mackay Navy Cadets	Souths Junior Rugby League Club
QLD Police Blue Light Program	Pioneer Valley Sporting Association
Whitsunday Anglican School P&C	Mackay Net Set Go program
	Mirani Swim Carnival

Soroptimist International Mackay	Mackay Oztag Mackay Basketball U16 team Elite Racing Team Mackay Basketball U18 team Magpies U9 Paul Bowman Carnival
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GOVERNANCE

Strong governance provides the foundation for responsible and sustainable business performance. Throughout FY2026, FMS Group maintained governance frameworks that supported ethical leadership, effective decision-making, legislative compliance and continual improvement across all areas of the business.

Our governance approach integrates risk management, corporate policies, management systems and leadership accountability to ensure sustainability is embedded within our operations and business practices.

During FY2026, our governance framework focused on:

- Ethical business conduct
- Corporate governance and leadership
- Risk management
- Legislative compliance
- Management systems and assurance
- Information governance and cybersecurity
- Responsible procurement
- Continuous Improvement

Corporate Governance

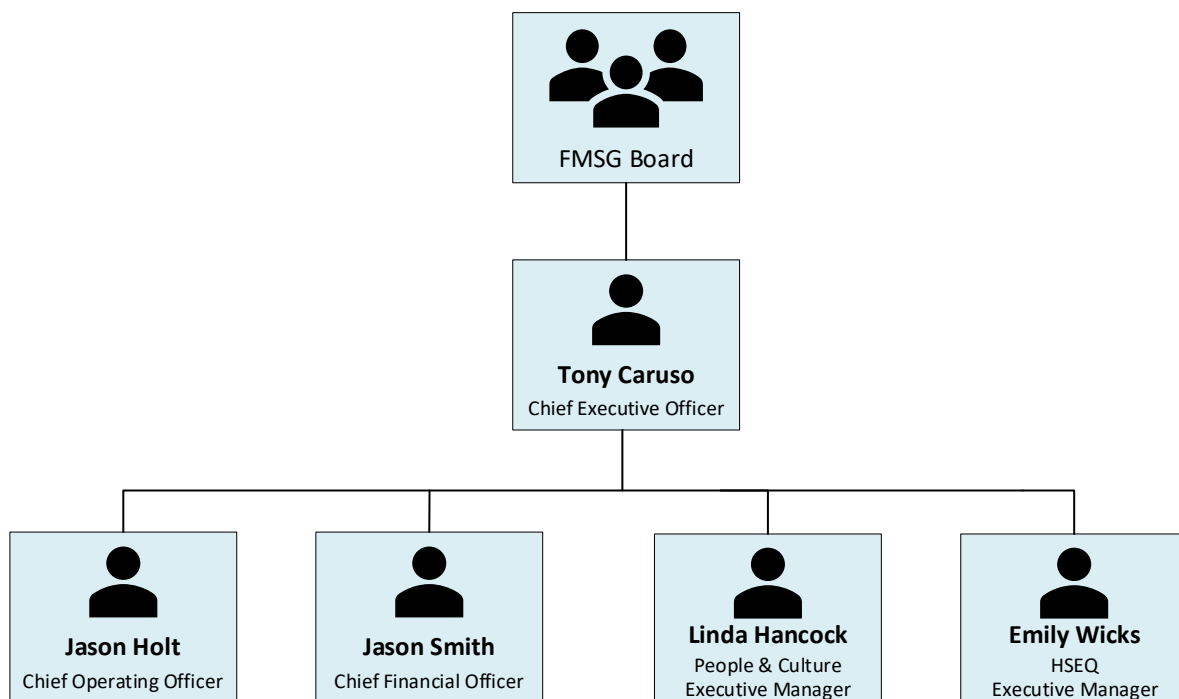
FMS Group maintained a governance framework that clearly defined responsibilities for leadership, operational management and organisational oversight throughout FY2026.

The Executive Leadership Team was responsible for establishing strategic direction, monitoring business performance and ensuring effective governance arrangements remained in place across the organisation.

Operational leaders were accountable for implementing Company policies, maintaining compliance and driving continual improvement within their respective business areas.

Governance performance was supported through regular leadership meetings, business reviews, internal reporting and performance monitoring.

A regular cadence of Executive Leadership Team and Operational Leader meetings has been established, with rigor added to reporting requirements for these meetings.



Ethical Business Conduct

FMS Group maintained a strong commitment to conducting business ethically, responsibly and transparently throughout FY2026.

This commitment was supported through our:

- Code of Conduct
- Conflict of Interest requirements
- Anti-Bribery and Corruption expectations
- Fraud prevention processes

Employees are expected to conduct themselves with integrity and professionalism while complying with Company policies and applicable legislation.

Risk Management

Throughout FY2026, FMS Group maintained an enterprise risk management framework that supported the identification, assessment and management of strategic, operational, financial and compliance risks.

Risk registers were regularly reviewed by operational leaders and Executive Management to ensure emerging risks were identified and appropriate controls remained effective.

Risk management supported informed decision-making and continual improvement across all business operations.

Significant governance improvements implemented during FY2026:

- Establishment of CEO role within the business
- Cadence and format of Executive and Management Meetings revised

Legislative Compliance

FMS Group maintained systems and processes to identify, monitor and comply with applicable legal, regulatory and other obligations throughout FY2026.

Legislative compliance was supported through:

- legal registers
- internal audits
- management reviews
- external certification audits
- leadership oversight

Compliance obligations were reviewed regularly to ensure Company policies and management systems remained aligned with legislative requirements.

Integrated Management System

FMS Group (Head Office, Queensland Facilities and Operations) maintained an Integrated Management System certified to:

- ISO 9001 Quality Management Systems
- ISO 14001 Environmental Management Systems
- ISO 45001 Occupational Health and Safety Management Systems

These management systems provide a consistent framework for managing operational risks, driving continual improvement and maintaining compliance across FMS operations.

Independent third-party certification provides assurance that Company systems continue to meet internationally recognised standards.

- Certification body: TQCSI
- Certification dates: Expiry 14 August 2027

Internal Audit Program

Throughout FY2026, FMS Group conducted a structured internal audit program to verify compliance with FMS policies, management systems and legislative obligations.

Audit findings were reviewed by management and corrective actions monitored through to completion via our IMS system.

The internal audit program supports organisational learning, risk reduction and ongoing system improvement.

Continuous Improvement

Continual improvement remained a core component of FMS Group's governance framework during FY2026.

Improvement opportunities identified through audits, inspections, incident investigations, employee feedback and management reviews were recorded, monitored and closed through FMS improvement processes.

This systematic approach supports stronger governance and promotes organisational learning across all business functions.

Modern Slavery and Human Rights

FMS Group is committed to conducting business ethically and respecting human rights throughout our operations and supply chain. We recognise that modern slavery presents a significant global human rights issue and acknowledge our responsibility to identify, assess and address modern slavery risks associated with our business activities.

Throughout FY2026, FMS Group continued to strengthen its governance framework to support compliance with the **Modern Slavery Act 2018 (Cth)** and promote responsible sourcing practices across our operations and supply chain.

Our approach is based on proactive risk identification, supplier engagement, due diligence and continuous improvement to minimise the risk of modern slavery occurring within our operations or business relationships.

Our FY2026 Modern Slavery Framework

During FY2026, FMS Group maintained and implemented the following initiatives:

- **Modern Slavery Policy** – Establishing clear expectations for ethical business conduct, labour standards, responsible recruitment practices and compliance with modern slavery legislation across our operations and supply chain.
- **Modern Slavery Standard** – Providing a structured framework for identifying, assessing, reporting and responding to potential modern slavery risks identified through operational activities, procurement processes or stakeholder engagement.
- **Supplier Due Diligence** – Applying a risk-based supplier assessment process to evaluate modern slavery risks associated with new and existing suppliers. Where elevated risks are identified, additional due diligence and appropriate corrective actions are implemented.

- **Supply Chain Governance** – Incorporating modern slavery considerations into supplier onboarding, procurement activities and ongoing supplier performance reviews to improve supply chain transparency and accountability.
- **Awareness and Capability** – Continuing to strengthen employee awareness and procurement capability to support the identification and management of modern slavery risks across the business.

Modern Slavery Reporting

FMS Group has reported under the **Modern Slavery Act 2018 (Cth)** for the past two reporting periods.

Our annual Modern Slavery Statement outlines:

- our organisational structure and supply chain
- modern slavery risks identified across our operations and supply chain
- actions taken to assess and address those risks
- due diligence and remediation processes
- how the effectiveness of these actions is assessed
- our commitment to continual improvement.

The preparation of our annual Modern Slavery Statement supports transparency, accountability and ongoing enhancement of our modern slavery risk management framework. Below is the link/reference to the published:

Modern Slavery Statement: [Statement #2025-2230](#)

Information and Data Security

FMS Group continued strengthening information governance throughout FY2026 to protect business information, employee data and customer information.

Information security controls included:

- controlled system access
- password management
- cyber awareness training
- secure data storage
- regular system maintenance

The protection of information assets remains an important component of FMS Group's overall governance framework.

FY2026 SUSTAINABILITY PERFORMANCE SUMMARY

FY2026 Sustainability Snapshot

FY2026 marked an important milestone in FMS Group's sustainability journey. Throughout the year, we continued to strengthen our Environmental, Social and Governance (ESG) framework by investing in our people, improving environmental performance, maintaining robust governance systems and enhancing transparency across our operations.

This report provides a summary of the initiatives, management systems and performance outcomes achieved during FY2026 and establishes a baseline for future sustainability reporting and continual improvement.

Performance Summary

The table below summarizes our FY26 sustainability performance across key environmental, social, and governance (ESG) indicators.

Performance Area	FY2026
Environment	
GHG Emissions - Scope 1	2,350.65 t CO ₂ e
GHG Emissions - Scope 2	346.65 t CO ₂ e
Total GHG Emissions	2,697.3 t CO ₂ e
Avoided Emissions	209.75 t CO ₂ e
Total Energy Consumed	863.55 MWh
*Total Generated Waste	274.17 tonnes
*Waste Diverted from Landfill	63%
*Waste Recycled	187.77 tonnes
Environmental Incidents	2
Social	
Community Organisations Supported	9
Sporting clubs sponsored	15
Cultural events supported	1 (Major Sponsor)
Community investment (\$)	\$177,726
Number of sponsorships	36
GEM Awards	5 GEM Awards (20 Recognised Nominees)
Number of Years of Service Award	01 yrs – 139 03 yrs – 51 05 yrs – 15 07 yrs – 12 10 yrs – 4 15 yrs - 3 20 yrs – 1

Performance Area	FY2026
Governance	
Enterprise Risks Reviewed (Corporate & Business Unit)	5
Legislative Compliance Reviews Completed	12
Completed Audits	External 1 – ISO 1 – SMETA 22 – Internal Audit (IMS System)
Number of Corrective Actions	102
Improvement Initiatives Completed	23
Number of supplier modern slavery assessments completed	3142
Numbers of suppliers identifies as high or elevated risk	154
Percentage of Personnel completing Modern Slavery Training	100%
Executive Governance Meetings	3
Management Reviews Completed	12 – Partial 1 - Full
*Supplier Reviews Completed	289
Number of Corrective Actions Completed	255

* FMS East Coast Operations Only

LOOKING AHEAD

FMS Group remains committed to continually improving its sustainability performance through responsible environmental management, investment in our people and strong governance practices. The initiatives and performance reported for FY2026 provide a solid foundation for future reporting and ongoing enhancement of our Environmental, Social and Governance framework.

