



COMPANY POLICY

COMMUNITY RELATIONS

Abletech Underground Pty Ltd (the Company) recognises that development, control and management of effective Community Relations Policy is essential to Company's current and future success. We acknowledge that we have clear responsibility towards our host communities and we are committed to being a good neighbour.

It is the policy of **Abletech Underground Group Pty Ltd** to build a workable relationship born out of respect for the fundamental human rights of its employees, contractors and communities in which it operates.

To fulfil this commitment, the company will:

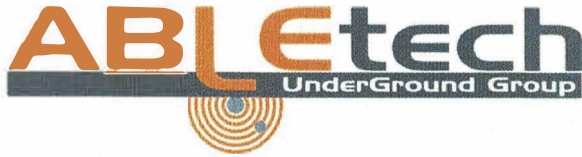
- Recognise that each community is unique.
- Welcome open and honest dialogue with all groups affected by our activities.
- Listen to community needs and expectations and respond to them in timely and respectful manner.
- Respect the traditional rights of indigenous peoples.
- Contribute to the economic well-being of host communities through the employment and training of local residents and support of local businesses.
- Safeguard and, where possible, enhance their social well-being.
- Ensure that our activities are compliant with local laws and regulations.
- Realise that values, standards and practices of some communities are different to ours and work
 - within those of the community where possible.
- Treat any complaint from local residents, businesses or community groups as a complaint from our client, because we know that our performance and presentation on site is a reflection of our client.

The Community Relations Policy is a procedural policy whereby employees at all levels share responsibility in carrying out all its requirements.

Approved: _____

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Dated: 01/04/2024



COMPANY POLICY

ENVIRONMENTAL

Abletech Underground Group Pty Ltd (the Company) is committed to protecting the environment and minimising the impacts of present and future operations. This as a fundamental element to business success.

The Company is committed to:

- Ensuring management and employees work together to limit adverse environmental effects and impacts on all its projects sites and operations.
- Demonstrating responsible and diligent governance of its operations to protect the environment, prevent pollution and impacts to biodiversity and ecosystems.
- Provide a commitment to fulfil compliance obligations.
- Managing continued improvement to enhance environmental performance, use sustainable resources and to mitigate against climate change.

The Company will strive to achieve its goals by:

- Providing visible leadership that promotes good environmental performance.
- Complying with and where appropriate, exceeding the requirements of all applicable legislation and legal requirements.
- Integrating environmental management into key business and planning processes.
- Establishing, implementing and maintaining realistic environmental objectives and targets for any project through regular review.
- Ensuring all personnel have the necessary skill, knowledge and resources to fulfil their environmental responsibilities through education and training.
- Engaging the services of expert external personnel for advice on environmental matters, where necessary.
- Ensuring subcontractors demonstrate the same level of commitment as **Abletech Underground Group Pty Ltd** in the management of environmental issues and compliance to any project environmental program.

Approved: _____

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Dated: 01/04/2024



COMPANY POLICY

WORK, HEALTH AND SAFETY

Abletech Underground Group Pty Ltd (the Company) aspires excellence in health and safety performance and views this as a fundamental element to operational success.

The Company is committed to:

- Eliminating workplace incidents, injuries and illness.
- Conducting its business in a manner that protects public safety and employee wellbeing.
- Managing continued improvement in project health and safety performance whilst reviewing objectives.

The Company strives to achieve its goals by:

- Ensuring that all project hazards and risks are identified, assessed and eliminated, (where possible) or controlled in accordance with the hierarchy of hazard controls.
- Complying with and where appropriate, exceeding the requirements of all applicable legislation, standards and codes of practice.
- Developing skills and knowledge through education and training.
- Setting and communicating positive performance measures and reporting performance to employees.
- Promoting health and safety as an equal priority to other business objectives.

In maintaining its high standards of health and safety, the company values:

- Communication and consultation with employees and contractors.
- Leadership that promotes health and safety.
- Improving work practices and a disciplined approach to identification and management of risks.

The company recognises that all employees are entitled, and responsible, to contribute towards the development of a safe and healthy work environment.

Abletech Underground Group Pty Ltd encourages and expects the participation of all employees in the development and enhancement of the company's health and safety programs.

Acceptance of these responsibilities is a condition of employment.

Approved: _____

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Dated: 01/04/2024

Quality Policy

Abletech Group Services is committed to achieving total customer satisfaction through constant improvement of its business processes. The purpose of our Integrated Management System is to systemise, rationalise and refine the activities necessary to achieve our main business purpose. It is not intended to create an unwieldy, bureaucratic system that requires considerable effort to maintain, but a practical and comprehensive system based on its stated commitment to customer satisfaction and continuous improvement.

Details on company objectives, targets, goals and KPI's are all contained in **Abletech Group Services Improvement Program**. The policy will be reviewed at our yearly management review.

Scope

This policy will be communicated and applies to all Abletech Group Services employees and contractors where appropriate.

Quality Objectives

Our objective is to:

- We will utilise our quality system framework to achieve our objectives.
- We commit to continuous improvement of our Integrated Management System (IMS) that will help advance our business.
- Although our IMS will be flexible in order to work with the business we will always comply with the requirements ISO 9001 through third party certification.
- The satisfaction of customers, both external and internal, shall be the primary focus of our Quality Management activities.
- Staff shall be encouraged and empowered to participate in improvement activities and management must make sure that the necessary resources are available.
- Company management is fully committed to our Quality Policy through active participation in improvement activities and leadership by example.

Approved: _____

Date: 01/04/2024