

COMMUNITY RELATIONS POLICY

Abletech Underground Pty Ltd (the Company) recognises that strong, respectful relationships with the communities in which we operate are vital to both our current operations and long-term success. We acknowledge our responsibility to be a considerate and proactive neighbour and are committed to fostering positive, transparent, and inclusive community engagement.

It is the policy of Abletech Underground Pty Ltd to establish and maintain meaningful relationships built on mutual respect, cultural understanding, and a shared commitment to sustainable development. This includes upholding the fundamental human rights of our employees, contractors, and the communities we serve.

To fulfil this commitment, the Company will:

- Recognise that each community is unique, with distinct values, cultures, and expectations.
- Encourage and maintain open, honest, and respectful dialogue with all stakeholders affected by our operations.
- Actively listen to community concerns and expectations and respond in a timely, respectful, and constructive manner.
- Respect and uphold the traditional rights and cultural heritage of Indigenous peoples.
- Contribute to the economic development of local communities by prioritising employment, training, and procurement opportunities for local residents and businesses.
- Safeguard, and where possible, enhance the social well-being of host communities.
- Ensure compliance with all applicable local laws, regulations, and community standards.
- Recognise that local customs, values, and practices may differ from our own and commit to operating within the context of the communities in which we work, wherever practicable.
- Treat any complaint or concern raised by community members, businesses, or interest groups with the same level of seriousness as one from a client—acknowledging that our conduct and presence on site directly reflect on our clients and our reputation.

This policy applies to all employees, contractors, and representatives of Abletech Underground Pty Ltd. We believe that community engagement is a shared responsibility and forms an integral part of how we do business.

Director: Mr Geordie McGrath

Signature:



ENVIRONMENTAL POLICY

Abletech Underground Group's fundamental activities are based around Environmental Management, so we strive to work to the highest Environmental Sustainability standard. We recognise that environmental conservation is one of the most important issues the community faces.

Abletech takes responsibility and leads the way in integrating the environmental management system and commits to minimising pollution, ensuring efficient usage of energy, water, and materials in every aspect of our products and services. This will contribute towards a sustainable future by adequately resourcing its processes for maximum efficiency.

Our objective is to focus on opportunities which minimise impact on the environment and reduce waste and the use of utilities. To achieve these objectives, we will:

- Maintain an Environmental Management System as per ISO 14001:2016;
- Comply with the applicable laws, regulations and apply procedures that minimise any adverse impact on the environment;
- Regularly review to ensure the site Environmental Management Plan is effective;
- Ensure improvement initiatives are established to conserve resources, minimise waste and improve processes to protect the environment;
- Ensure risks assessments are carried out for activities and/or processes so the impact on the environment is minimised;
- Ensure hazard analysis is carried out and ensure the necessary plans are effective to prevent accidents and failures of our processes;
- Where applicable, communicate with the community, customers and suppliers and provide training to relevant personnel on environmental issues and their individual responsibilities;
- Ensure that employees and suppliers of goods and services are informed about this policy and are aware of their environmental responsibilities;
- For Project activities, Senior Management will interact closely with the relevant parties to carry out the following in addition to the above:
 - Assess its operations and activities to identify environmental risks and allocate resources to minimise its impact;
 - Establish an Environmental Management Plan, in liaison with our Clients and subcontractors as applicable, setting out the responsibilities and processes to implement the environmental requirements under the contract;
 - Ensure the site work practices comply with the project environmental system, laws and Regulations and any contractual obligations; and
 - Monitor the performance of processes and activities to ensure the environmental obligations are being adhered to.

The management will regularly review the environmental processes and performance and identify and implement any need for corrective and preventive action and for continuous improvement. The responsibility for managing health and safety ultimately rests with the person in control of the business or undertaking (PCBU), directors and management.

Director: Mr Geordie McGrath

Signature:



HEALTH & SAFETY POLICY

Abletech Underground Group is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors) as well as clients, visitors, and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable. This commitment extends to the safe and efficient operation of its vehicles, associated fleet & equipment and any associated construction, waste management and utilities management activities which may be deployed.

Our objectives are to focus on opportunities which prevent and mitigate all accidents, injuries, and occupational illnesses and to achieve this, management will:

- Make our commitment to Work Health and Safety visible to all interested parties;
- Promote Health and Safety and manage it in the same way as any other critical business activity;
- Maintain a certified safety management system in accordance with International Standards 45001;
- Comply with all applicable laws and regulations and apply appropriate standards where respective legislation does not exist;
- Maintain an Integrated Management System, in which competencies, responsibilities and communication channels are clearly defined;
- Provide information, instruction, and training to enable all workers to work safely;
- Communicate this policy to all existing workers and to all new workers when they commence with Abletech Underground Group.
- Provide a safe and healthy work environment for all employees and contractors with adequate facilities and appropriate protective equipment;
- Supervise workers to ensure work activities are performed safely;
- Consult with and involve workers on matters relating to health, safety, and well-being;
- Provide a suitable injury management and return to work program;
- Identify and analyse potential hazards and implement measures to avoid, prevent, and control risks;
- Identify and manage psychosocial hazards as part of risk assessment, incident reporting, and management review processes;
- Preparation of a quick and efficient response to emergencies to minimise the potential impact of incidents should they occur;
- Design, build and maintain facilities and utilise services in a manner to avoid risk to people and the environment;
- Provide training and job-specific education to all employees supported by internal standards, procedures, and instructions; and
- Set targets and objectives to measure our performance to achieve continuous improvement, to eliminate work-related injury & illness and ensure compliance with all applicable standards.

Workers also have important responsibilities for health and safety in the workplace. Workers will:

- Take reasonable care for their own health and safety;
- Follow safe work procedures, instructions, and rules;
- Participate in safety training;
- Report health and safety hazards;
- Report all injuries and incidents; and
- Use safety equipment and personal protective equipment as instructed.

Our goal is to provide a safe and healthy work environment that is free from workplace injury and illness. This will only be achieved through the participation, cooperation, and commitment of everyone in the workplace.

This policy, together with the measurable objectives and targets, will be reviewed on an annual basis to ensure that it remains relevant and suitable to the operations of Abletech Underground Group.

Director: Mr Geordie McGrath

Signature:



QUALITY POLICY

Abletech has an ongoing commitment to quality assurance and providing a personalised service that is tailored to each of its client by setting out to exceed their needs and expectations. We recognise that thorough implementation of quality assurance processes maintains and enhances our position as a recognised and respected name in the Utility Management industry.

Our company's Integrated Management operating system, comprising quality, environmental and health and safety policies, objectives and procedures, is designed to continually improve our quality service and demonstrate business excellence, complying with the requirements of the ISO 9001:2016.

Our quality assurance objectives are to:

- Focus on opportunities to promote and improve quality and continual improvement;
- Be consistent and efficient in delivering our services that comply with specifications and relevant standards;
- Resolve client, employee and suppliers' queries promptly and in a friendly manner; and
- Give our clients utmost confidence in our services and the ability to meet their needs.

The key principles underpinning the Quality Policy are:

- Complete projects on time, on budget and in accordance with the client's requirements;
- Establish and pursue quality objectives and targets designed to improve customer service and satisfaction;
- Continuously engage all stakeholders in meaningful consultation and communication;
- Comply with all relevant legislation, regulations and statutory law, and any other requirements that are placed on us or to which we subscribe;
- Maintain a competent and committed workforce that fully understands our company's operating system policies, objectives and procedures;
- Individual acceptance of personal accountability and responsibility for the quality and consistency of services;
- Recognition of individuals who demonstrate excellence or innovation in service delivery;
- Communicate with employees, subcontractors and suppliers regarding customer requirements and processes and resources required for successful project outcomes;
- Ensure high levels of management and staff involvement in all operational aspects;
- Monitor, measure and analyse performance to determine conformity with set processes, and undertake regular management reviews to establish improvement initiatives;
- Engage with stakeholders to establish mutually beneficial relationships;
- Ensure a safe workplace and safe work systems; and
- Maintain a Quality Management System in accordance with the requirements of AS/NZS and ISO 9001:2016.

Our Quality Policy is applicable to our directors, management team, all employees, contractors and to any person or organisation that represents Abletech or acts on our behalf.

This policy, together with the measurable objectives and targets, will be reviewed on an annual basis to ensure that it remains relevant and suitable to the operations of Abletech.

Director: Mr Geordie McGrath

Signature:

