



Health, Safety and Environment Policy 2025

The Management of Memme Infrastructure Contractors is dedicated and firmly committed to providing a safe, healthy and environmentally responsible workplace for employees, sub-contractors, visitors and any other person who may be affected by our work activities. We shall conduct our business, so far, as is reasonably practicable, in such a manner as not to expose any persons to risks that may negatively affect their health and safety and minimizes our potential impact on the environment.

At Memme, we are committed to carrying out all our activities in compliance with all relevant and applicable Occupational Health and Safety Legislation and Environmental Legislation, standards, and best practices, as far as possible. We shall communicate our environmental, health and safety commitment to our clients and the public, and we encourage them to support it. Employee health and safety is a core value for Memme and as the employer we acknowledge, the ultimate responsibility for employee health and safety and the environment, as a company priority. Responsibilities for all workplace parties, including Senior Management, Project Management, Site Superintendents, Foremen, labours, sub-contractors and visitors are listed in A002 Roles and Responsibilities Procedure.

Health & Safety

Memme shall, as far as reasonably practicable, and in conjunction with Memme Corporate Policies, and HSE Management System recognize the right of workers to work in a safe and healthy environment and we commit to providing this environment through our health & safety program. We commit too:

- Provide a place, equipment and systems of work that are safe and do not pose risks to health;
- Provide information, instruction, training and supervision to ensure all employees identify hazards, work to mitigate risk, while contributing positively to their own health and safety at work;
- Consult, collaborate and communicate with all employees in relation to Health and Safety;
- Empower all employees to actively participate in our Health & Safety Program;
- Recognise all our employee's rights under the OHS Act.

Memme Infrastructure Contractors is committed to dealing with all identified hazards, firstly by elimination, if possible, by substitution or replacement with less hazardous substances, reduction of employee exposure to an internationally acceptable level and as a last resort, the use of personal protective equipment.

Environmental

Memme shall, as far as reasonably practicable and in conjunction with Memme Corporate Policies:

- Train, educate, inform and consult with our employees about environmental issues that may affect their work, including the reduction of waste through re-use and recycling practices and by purchasing recycled, recyclable or re-furbished products and materials where these alternatives are available, economical, and suitable.
- Promote the efficient use of materials and resources throughout our company including water, electricity, raw materials, and other resources, particularly those that are non-renewable.
- Endeavor to use non-hazardous materials and product, when practicable.
- Consider the effects of climate change on all scopes of work.

Memme shall effectively implement a Health and Safety Management System to ensure all our policies and procedures are continually reviewed and updated accordingly. We shall continue to improve and enhance the company's performance through the setting and reviewing of annual objectives and goals.

- The Memme Management System shall be audited and reviewed periodically (minimum annually) and updated as required.

Claudio Vinelli
President and CEO

Date: January 31, 2025

