Date: 8 September 2021

Environmental Policy

ICE Engineering & Construction is committed to conducting its operations in a manner that recognises the importance of environmental protection and sustainability. It endeavors to achieve "industry best" practices in its operations by providing leadership and support and will, as a minimum:

- Conduct our operations with a responsible and integrated approach to ensure compliance with applicable environmental acts, regulations, statutory and client requirements.
- Develop and implement plans to minimise pollution, manage waste effectively and use water and energy efficiently. Avoid the pollution of land, water and air by conformance with regulatory guidelines and industry standards applicable to all areas of operation;
- Establishing, maintaining, monitoring, auditing and improving internal environmental management systems in accordance with the ISO 14001 standard.
- Educating and training our employees to continually improve awareness, skills and knowledge of
 environmental and cultural heritage issues and best practices, such that consideration of the
 Environment is included as a normal part of decision making in the workplace.
- Establishing, measuring and reviewing objectives and targets and, taking the necessary action to continually improve and report honestly on our environmental performance.
- Working towards improving and broadening our approach to responsible Environmental Management and actively promoting this attitude with our suppliers and subcontractors.
- Supporting ecologically sustainable development initiatives that are consistent with current technical knowledge.
- Ensure ICE Engineering & Construction has the resources and skills necessary to achieve its environmental commitments;

All ICE Engineering & Construction personnel and those working on behalf of ICE Engineering & Construction are responsible for the implementation of this Environmental Policy and its objectives on a day to day basis and, are encouraged to consider the broader community expectations when engaged in any company activity.

This Policy shall be reviewed on an annual basis and is available to all interested parties via the ICE Engineering & Construction web site.

Nicholas Bindi

Chief Executive Officer