

Environmental Policy

STATEMENT

The Management and Employees of ICM Construction are committed to the delivery of construction projects that prevent pollution and harm to the environment.

ICM Construction maintains a Quality Management System included under our Integrated Management System (IMS) that covers our operation, namely construction activities.

OBJECTIVES & COMMITMENTS

The IMS includes the requirements of ISO 14001 and enables our Company to achieve the following overall Environment Objectives and commitments:

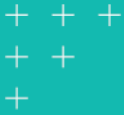
- + Ensure compliance with statutory and regulatory requirements, codes of practice, standards, and other requirements as applicable
- + Elimination and reduction of pollution and harm to the environment; through:
 - + Planning work in advance
 - + Assessing risks associated with the environment
 - + Implementing control measures to minimise or eliminate risks
- + Minimisation of resource use
- + Maximisation of friendly practices, such as recycling
- + Actively promote the importance of compliance with ICM's Environmental Management System
- + Train, educate, communicate and consult with our employees, sub-contractors' and other relevant interested parties regarding environmental awareness
- + Establish measurable objectives and targets to ensure continual improvement of the IMS
- + Undertake audits to ensure the correct delivery and efficient function of the IMS
- + Conduct regular management review meetings
- + Continually improve the environmental management system to enhance environmental performance

Approved by:

Gene Stewart

Director

September 2023



Quality Policy

STATEMENT

The Management and Employees of ICM Construction are committed to delivering a service and end product that exceeds the needs and expectations of our clients. Our primary aim is to continually enhance our Customer Satisfaction.

ICM Construction maintains a Quality Management System included under our Integrated Management System (IMS) that covers our operation, namely construction activities.

OBJECTIVES & COMMITMENTS

The IMS includes the requirements of ISO 9001 and enables our Company to achieve the following overall Quality Objectives and commitments:

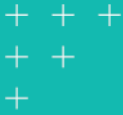
- + Ensure compliance with contract documentation, statutory and regulatory requirements, codes of practice, standards, and other requirements as applicable
- + Elimination and reduction of reworks and defects; through:
 - + Planning work in advance to appreciate the project methodology
 - + Assessing risks associated with the High-Risk Quality Assurance works
 - + Implementing control measures to minimise or eliminate the potential of rework or defects
- + Actively promote the importance of compliance with ICM's Quality Management System
- + Train, educate, communicate and consult with our employees, sub-contractors' and other relevant interested parties regarding our Quality Management System
- + Establish measurable objectives and targets to ensure continual improvement of the IMS
- + Undertake audits to ensure the correct delivery and efficient function of the IMS
- + Conduct regular management review meetings
- + Continually improve the quality management system

Approved by:

Gene Stewart

Director

September 2023



Occupational Health & Safety Policy

STATEMENT

The Management and Employees of ICM Construction are committed to provide safe and healthy working conditions to ensure the prevention of work-related injury and ill health.

ICM Construction maintains an Occupational Health and Safety Management System included under our Integrated Management System (IMS) that covers our operation, namely construction activities.

OBJECTIVES & COMMITMENTS

The IMS includes the requirements of ISO 45001 and enables our Company to achieve the following overall OHS Objectives and commitments:

- + Fulfill our legal, statutory and regulatory requirements, codes of practice, standards, and other requirements as applicable
- + Elimination and reduction of OH&S risks; through:
 - + Planning work in advance to enable hazards to be identified
 - + Assessing risks associated with the hazards before starting work
 - + Implementing control measures to minimise or eliminate the risk
- + Actively promote the importance of compliance with ICM's Safety Management System
- + Train, educate, communicate and consult with our employees, sub-contractors' and other relevant interested parties regarding Occupational Health and Safety
- + Establish measurable objectives and targets to ensure continual improvement of the IMS
- + Undertake audits to ensure the correct delivery and efficient function of the IMS
- + Conduct regular management review meetings
- + Continually improve the OH&S management system

Approved by:

Gene Stewart

Director

September 2023