



HEALTH AND SAFETY POLICY

CIP Constructions is a national construction company providing project, design and construction management services to clients in the commercial and industrial sectors.

CIP Constructions is committed to providing a safe and healthy workplace for all persons who work with us or attend our workplaces by eliminating hazards, reducing risks and preventing work-related injury and illness.

We believe that active involvement and ownership at all levels within the company and, with our business partners is key to achieving positive outcomes in all aspects of health, safety and welfare.

To support our commitment, we will:

- Encourage the identification of workplace hazards and opportunities for improvements in the way we manage health, safety and welfare.
- So far as is practicable, provide safe working environments to reduce the risk of work-related injuries and serious illness.
- Engage and consult with workers on matters involving health, safety and welfare by their active participation.
- Provide appropriate resources to support safe working environments.
- Establish and monitor objectives and targets to drive continued improvement.
- Provide information, education, training, instruction and supervision to support our team and supply chain in meeting our health, safety and welfare commitments.
- Provide our injured employees with rehabilitation opportunities.
- Comply with health, safety and welfare legislation and any other requirements as applicable in the States in which we operate.
- Implement, maintain and continually improve our health and safety management system in accordance with ISO 45001 Safety Management Systems and the Federal Safety Commission OHS Management Systems.
- Communicate this policy to everyone working for and on behalf of CIP and making this policy available to the interested parties, as appropriate.

A handwritten signature in black ink, appearing to read 'Mark Hendry', is positioned above the printed name.

Mark Hendry

Chief Executive Officer

Date: October 2025. Next Review Date: October 2027