

The FK Gardner & Sons Group ('FKG') has a genuine commitment to protect the environment and it strives to minimise the environmental impact of our activities by wherever possible, preventing pollution, responsibly managing waste generated through our activities and managing the work sites to prevent environmental degradation through erosion of land and sedimentation of creeks and waterways. Sustainability initiatives to reduce energy and material consumption.

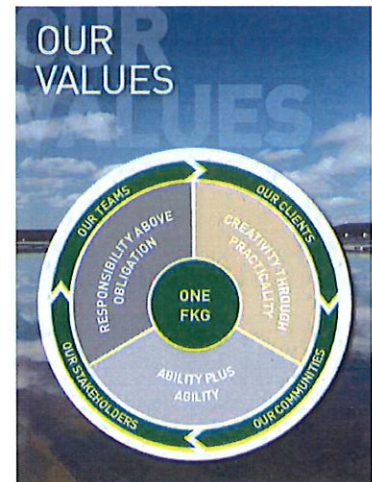
FKG's goal is to provide maximum practicable protection to the environment, by meeting and at times exceeding legal obligations and other requirements to which the company subscribes.

To achieve this goal, our integrated management system incorporates environmental controls for all areas of operation, consistent with legislation and aimed at minimizing the impact our activities have on the environment.

To achieve our Daily Mission, the following commitments have been established for all employees of FKG to adhere to:

Responsibility Above Obligation

- Adhering to all relevant environmental legislation, codes of practice, external standards and other requirements to which FKG subscribe at all sites;
- Take all reasonable and practicable measures to prevent or minimise environmental harm.
- Investigate and report environmental incidents and instigate corrective and preventive actions as necessary;
- Ensure all environmental complaints are documented and addressed in an efficient manner;
- Reduce non-renewable consumption through implementation of renewable energy technologies.
- Through the use of online and videoconferencing technology reducing fuel consumption.
- Employees have a duty to immediately notify the employer of an event which may result in environmental harm; and
- The administering authority, client and landowner (or occupier of the land) must be notified within 24 hours of any significant or serious environmental harm.



Creativity Through Practicality

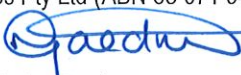
- Maintaining compliance with environmental management procedures used by FKG and our subcontractors
- Avoid, reduce or control the creation, emission or discharge of pollutants to reduce environmental impacts;
- To thoroughly plan, manage and control the work in order to ensure satisfactory completion of projects within the nominated time using best safety, environmental and quality practices.
- To review and continually improve the quality of services provided to our clients; and
- To constantly strive to create a stimulating environment for all employees, encouraging development of our specialised skills and corporate teamwork to meet the challenge of our marketplace.

Ability Plus Agility

- Identification and control of any potential environmental issues on all projects
- Ensure all site workers, including subcontractors, are aware of significant environmental aspects and controls relevant to each project as well as the consequences of departing from the required controls;
- Implementation of electronic means of records generation to reduce paper use and printing costs.
- Improve the knowledge and expertise of all employees regarding their environmental responsibilities
- Establish and monitor environmental performance indicators and targets;
- Maintain the frequency and scope of environmental performance monitoring by senior management;
- Regularly monitor and audit the implementation and effects of procedures and controls and report non-conformances; and
- Monitor and continually improve environmental performance.

All staff are responsible for the communication, enthusiastic promotion and implementation of this policy and are accountable to the Managing Director for the achievement of outcomes in accordance with this policy. Senior management shall also ensure that the intent of this policy and performance of the system against these objectives is reviewed on an annual basis and this policy is updated where required.

This Policy extends to FK Gardner & Sons Pty Ltd (ABN 99 010 136 053); FKG Civil Pty Ltd (ABN 65 123 436 751); FKG Air Pty Ltd (ABN 68 107 438 460); Ezyquip Hire Pty Ltd (ABN 39 129 600 308); Total Hydraulic Services Pty Ltd (ABN 65 112 902 253); Gardner Bros Pty Ltd (ABN 63 071 949 178), NRG Electrical (38 155 577 905) and other companies as amended from time to time.



Nicholas Gardner
Managing Director