

CORPORATE SOCIAL RESPONSIBILITY POLICY

POLICY – CORP-OP-PO-02



1 CORPORATE SOCIAL RESPONSIBILITY POLICY

Operating in a responsible and sustainable manner is important to ATC Williams Pty Ltd (ATCW). We recognise that our corporate responsibility is a discipline that helps us manage risks as well as maximizing the opportunities available to us in a changing world. As a company, we are committed to understanding, monitoring, and managing our social, environmental, and economic impact to enable us to contribute to society's broader goal of sustainable development. This commitment forms part of our purpose and we aim to demonstrate this responsibility through our actions.

Our Corporate Social Responsibility Policy provides a framework for the governance of ATC Williams and compliance with this policy is the responsibility of every Director, Officer, and Employee. In particular, the management group is expected to lead by example in upholding this policy, ensuring that its values are incorporated into the decision-making process in all business activities.

Our Corporate Social Responsibility is defined in the following areas:

- Conducting business in a socially responsible and ethical manner.
- Protecting the environment and the safety of our staff and the community
- Respecting and supporting the communities and cultures that are influenced by our works.

These areas are explored in more detail below:

1.1 Business Ethics and Transparency

ATC Williams is committed to maintaining the highest standards of integrity and corporate governance in order to maintain excellence in its daily operations and to promote confidence in its clients and suppliers. We will conduct our business in an open, honest, and ethical manner. This involves communicating our policy and the means by which we uphold the intent of these commitments.

1.2 Health, Safety and Environment

ATC Williams is committed to protecting the health and safety of all individuals affected by our activities, including our staff, clients, contractors, and the public. We commit to providing a safe and healthy working environment and will not compromise the health and safety of any individual within that environment. Our goal is no lost time injuries, both in our offices and associated with our fieldwork. Notwithstanding, it is recognised that all staff and contractors are responsible and accountable for contributing to a safe working environment and fostering safe working attitudes; as such we commit to effectively equip our staff and contractors to fulfil this responsibility.

ATC Williams is committed to environmental protection and stewardship. We recognise that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and aim to incorporate these principles into our business decision-making and in our technical work. In this context, we commit to mitigating impacts on the environment by working with our stakeholders to promote responsible environmental practices and continuous improvement.

CORPORATE SOCIAL RESPONSIBILITY POLICY

POLICY – CORP-OP-PO-02



1.3 Social and Community Relations

With a footprint of influence that is worldwide, ATC Williams encounters a diverse range of cultures. We are committed to fair labour practices for our staff, and to providing equal employment opportunity.

We do not tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

ATC Williams strives to understand and respect the cultural values and laws wherever we operate. In particular, we actively support initiatives in those communities where our employees live and work. We encourage our employees to contribute time and energy in leadership and other roles in community organisations and provide support to this involvement through financial contributions.

A handwritten signature in blue ink, appearing to read "D. Watt".

DARREN WATT
CEO