

## ENVIRONMENTAL POLICY

### PURPOSE

Primero recognises the critical significance of safeguarding the environment sustainably, and the need to mitigate any adverse environmental impacts resulting from our operations and activities.

Our commitment extends to minimising environmental damage, reducing incidents with environmental implications, and continually improving our environmental performance across all areas of our business operations.

### OUR AIM

- Understand and adhere to legislative obligations and requirements, ensuring the environment impacted by our operations is preserved.
- Conduct comprehensive environmental risk assessments and implement effective control measures before the commencement of each project, ensuring a proactive approach to environmental protection.
- Build and continually improve an Environmental Management System in alignment with ISO 14001 standards, reflecting our dedication to continual improvement.
- Implement, achieve, and regularly review objectives and targets focused on reducing environmental risks and enhancing overall environmental performance.
- Minimise environmental impacts by employing integrated management procedures and planning throughout our operations.
- Actively prevent pollution, reduce waste generation, and prioritise waste recovery and recycling over disposal wherever possible, demonstrating our commitment to responsible environmental stewardship.

### OUR ACTIONS

- Communicate clear environmental requirements to our workforce, promoting a shared commitment to environmental responsibility.
- Allocate appropriate resources to ensure the fulfillment of environmental requirements, providing a sustainable approach to resource management.
- Conduct comprehensive evaluation, costing, and detailed incorporation of environmental management considerations in tender bid preparation, demonstrating our commitment to integrating environmental sustainability into all aspects of our operations.
- Regularly review environmental performance, identifying and seizing opportunities for continual improvement in our environmental practices.
- Encourage and seek input from our workforce, incorporating their insights into the development and refinement of our environmental plans and processes.
- Commit to only engaging with suppliers and subcontractors who demonstrate compliance and commitment to our environmental policy, goals, and principles.
- Conduct a review of this Policy and assess its impact every two years, ensuring alignment with evolving business objectives and industry best practices.



**Michael Gollschewski**

Chief Executive Officer and Managing Director