

## Risk Management Policy

At Decmil (inclusive of all subsidiary companies of Decmil Group Limited, collectively referred to in this Policy as Decmil) we understand that risk is an unavoidable part of our business; however, we practice rigorous risk and opportunity management to support achievement of our growth strategy while maintaining corporate stability and our strong reputation.


In approaching risk and opportunity management, Decmil operates under the following objectives:

- Having a culture that is risk aware, which is supported by high standards of accountability at all levels.
- Achieving a truly integrated risk management approach, where risk management forms part of all key organisational processes.
- Supporting more effective decision making through better understanding and consideration of risk exposures.
- Enhancing shareholder value through achieving improved share price and earnings growth in the short to medium term whilst building a sustainable business for the longer term.
- Improving stakeholder confidence and trust through having a comprehensive risk management approach that is flexible enough to incorporate key client requirements.
- Safeguarding the company's assets – human, property, reputation, knowledge.
- Enabling the Board to fulfil its governance and compliance requirements.

Decmil has implemented a risk management framework to support our ability to meet the above objectives and achieve the resultant outcomes. The implementation of this framework is supported by the Board and Senior Executives, thereby providing clear expectations and the right "tone from the top" to ensure that risk management is a key consideration across our operations.

A key component of this framework is our continuous improvement approach to controlling identified risks and maximising available opportunities. Decmil regularly reviews its processes and practices to ensure its alignment with market expectations and its ability to support consistent project delivery. Decmil's strong performance record is evidence of its commitment to maintaining an effective control environment.

**This Policy was approved by the Decmil Group Limited Board on 23 June 2020.**

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

**David Saxelby**  
Chair of the Board