QUALITY POLICY

We all share the responsibility to deliver quality.

We build with pride for our customers, partners, and communities. Professional delivery of quality outcomes upholds our commitments, strengthens our reputation and delivers long-term value.

This Quality Policy outlines Fletcher Construction's strategy for ensuring consistent quality throughout our operations, objectives, and to promote a belief of **First Time Right.**

NEED TO KNOW – FOR EVERYONE

We will:

- **Follow our processes and standards** to get it first time right and prevent rework.
- **Clearly plan and communicate** work to manage risks efficiently, and report issues promptly.
- **Report all non-conformances** so we learn and prevent recurrence.
- **Use data and evidence** to make decisions and continually improve how we work.
- **Take pride** in workmanship and service to meet or exceed our customers' expectations every time.

OUR COMMITMENT – FOR LEADERS

As leaders we will:

- Set clear direction and hold ourselves accountable for quality outcomes and a culture of continual improvement.
- Establish measurable quality objectives aligned with business goals and review progress regularly.
- Provide the resources, capability, and tools for quality delivery.
- Foster a culture where quality is owned by everyone, encouraging proactive problem-solving and recognition of excellence.

THIS POLICY APPLIES TO

All individuals working for Fletcher Construction, Brian Perry Civil, Higgins, all subsidiaries including employees, officers, contractors and their employees, as well as alliances where we have management influence.

Phillip Boylen
Chief Executive

Fletcher Construction
Issue Date: July 2026