

## Group Anti-Slavery Policy

Buildcorp believes that all employees and all workers should be subject to the virtues of freedom and liberty and that Modern Slavery and other forms of abuse are direct violations of basic human rights and the law.

### Objectives

This policy provides the basis for ensuring that:

- ▼ The goods and services we purchase through our supply and value chains are ethical and minimise or eradicate Modern Slavery risks
- ▼ Buildcorp, our employees, contractors and suppliers comply with all Modern Slavery laws

### Commitments

To achieve these goals, our policy is to:

- ▼ Examine and consider the integrity of the potential supplier, including the original source (where possible) of the product and whether there is the risk of any harmful labour practices or human exploitation (of any kind) based on the industry, location of the supplier and other factors
- ▼ Ensure that procurement is clearly documented so we can demonstrate that decisions and purchases were made in accordance with our procurement policies and all applicable laws

Our policy is also to require our suppliers to:

- ▼ Comply with all applicable Australian and international Modern Slavery legislation, including breaches of the Modern Slavery Act 2018 (Cth) and the Modern Slavery Act 2018 (NSW)
- ▼ Notify Buildcorp of any breaches of such laws
- ▼ Never employ children under the legal age of employment in any country or local jurisdiction
- ▼ Never use any form of forced, bonded or involuntary labour
- ▼ Comply with all national laws and mandatory industry standards regarding working hours, overtime, wages and benefits
- ▼ Allow their employees to join or not to join a union of their choice, free from threat or intimidation
- ▼ Promote an inclusive work environment that values the diversity of its employees
- ▼ Maintain high standards of occupational health and safety

### Responsibility and Accountability

The senior management group maintains overall responsibility for Anti-Slavery. Each business unit and their project teams are responsible for ensuring suppliers understand and comply with this policy.

Buildcorp managers are responsible for ensuring employees understand their responsibilities under this policy. Buildcorp employees are responsible for raising genuine concerns about Modern Slavery matters in the workplace.

This policy will be reviewed at least annually and updated as required to take legislative changes into account.



**Tony Sukkar AM**  
Group Managing Director  
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