

MODERN SLAVERY POLICY

Overview

This policy outlines CIMIC Group's commitment to assess and address risks associated with modern slavery in accordance with the *Group Code of Conduct* (the Code). It also sets out CIMIC Group's reporting obligations under the *Modern Slavery Act 2018* (Cth).

This Policy applies to all employees of the Group, third parties engaged by the Group, and all alliances and joint ventures in all jurisdictions.

This Policy should be read in conjunction with the Code and the Group Code of Conduct – Management, Monitoring and Reporting Procedure (“GCCMMR Procedure”).

Modern Slavery

Under the Australian *Modern Slavery Act 2018* (Cth), modern slavery includes eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour and services.

Modern slavery is only used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers. However, these practices may also be illegal and harmful and may be present in some situations of modern slavery. These practices may also escalate into modern slavery if not addressed.

CIMIC Group is committed to managing all aspects of its operations and supply chains to assess and address risks of modern slavery.

Minimum Requirements

Managing the risks of modern slavery within the Group relies on the following factors:

- promotion of and adherence to a culture of integrity and compliance with the Code;
- the adoption of appropriate processes and procedures to assess and address modern slavery within the Operating Companies;
- employee recruitment procedures;
- due diligence of the Group's supply chains;
- on-going training and awareness;
- carrying out periodic risk assessments; and
- internal control systems.

This Policy is reviewed in accordance with the Group Governance Policy.

Accountability

All staff are responsible for reading, understanding and complying with this Policy.

All Managers are individually accountable for managing modern slavery risk.

The Managing Directors of each Operating Company are responsible for ensuring that the minimum requirements are complied with in their respective Operating Company.

The CIMIC Group Board is responsible for the review and approval of the annual modern slavery statement to be submitted by CIMIC Group in accordance with the *Modern Slavery Act 2018* (Cth).

Maintaining internal control systems

Each Operating Company is responsible for implementing, maintaining and continuously improving an internal control system for assessing and addressing risks of modern slavery.

Reporting process

All incidences of potential or suspected modern slavery or concerns must be reported using the Group's Incident Management System as set out in the GCCMMR Procedure.

Policy Information

Owner:	CIMIC Chief People and Culture Officer
Approved by:	CIMIC Group Executive Chairman and Chief Executive Officer
Effective date:	25 June 2021

Note: CIMIC Group policies may be amended from time to time.