

Human Rights Policy

Perenti Limited (**Perenti**) is committed to respecting the human rights of our employees, communities, contractors and suppliers, as we recognise that respect for human rights is a fundamental responsibility of all businesses. We recognise that preventing and addressing human rights related risks, including modern slavery, in our businesses and supply chains requires long-term cross-functional planning and vigilance.

As a part of this commitment, we will:

- Seek to align our business activities and practices with relevant international standards including the United Nations Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights;
- Take steps to actively prevent any form of modern slavery or child labour in our operations and supply chain. We seek to operate in a manner consistent with the terms of the ILO Declaration on Fundamental Principles and Rights at Work;
- Recognise the rights of Indigenous peoples, acknowledging their connections to lands and waters and respecting their culture;
- Treat employees fairly, and actively promote and improve inclusion and diversity in the workplace, consistent with our Inclusion and Diversity Policy;
- Commit to providing an easily accessible mechanism to identify and resolve grievances in a timely manner, and that is consistent across Perenti; and
- Communicate our commitment to human rights to all stakeholders, including employees, contractors, suppliers and communities we operate, and provide training as appropriate.

Perenti expects its employees, contractors and suppliers to actively participate in the implementation of this policy.

Suspected or actual breaches of this policy should be reported through our Speak-Up service, or to any member of our Legal Team, our Group Executive or a Director of Perenti.



Mark Norwell
Managing Director and Chief Executive Officer
Perenti

Approved by the Perenti Board on **28 April 2022**