

Anti-Bribery and Anti-Corruption Policy

This is a policy of Perenti Limited (“**Perenti**”) and its controlled entities (collectively, **Perenti Group**).

It applies to all employees of each member of the Perenti Group and to any other person notified that this policy applies to them.

We recognise that our success cannot be achieved alone and that we work better when we have strong, ethical business relationship with others.

We care about our reputation and we do not tolerate any form of fraud, bribery and corruption, either made directly or indirectly. We expect that third parties acting on our behalf will do the same.

We exercise caution when offering or accepting gifts and/ or hospitality to ensure it is not perceived to improperly influence a business outcome.

We provide donations or sponsorships on behalf of the company that are in support of legitimate purposes only. We do not use our position, workplace or facilities to advance political causes or support political parties or members.

Our anti-bribery and anti-corruption principles:

- We always act in the best interest of Perenti and its controlled entities at all times.
- Do not offer or accept any bribes, pay-offs, facilitation payments, secret, unjustified or inflated commissions, kickbacks, and any like payments or improper benefits, whether directly or indirectly, to any person, no matter how large or small in value.
- Never offer or receive gifts or hospitality that are excessive, inappropriate, or have the potential to improperly influence, or be perceived to improperly influence, a decision or outcome.
- Make sure that all of our suppliers understand that we have the same expectations of them.
- Do not offer or promise to offer funds for a charity or community cause with the intention to improperly influence anyone, including a Public Official. Always check the bona fides of the charity organization.

All employees have a responsibility and are encouraged to prevent and help detect bribery and corruption. Employees are encouraged to raise any concerns through to their manager or through our Speak-Up service.

Perenti and its directors, employees, contractors, consultants, suppliers and agents are required to actively participate in the implementation of this policy.

More information is available from your manager or Perenti’s Anti-Bribery and Anti-Corruption Standard.



Mark Norwell
Managing Director
Perenti

Approved by the Perenti Board on 30 January 2020