

Human Rights Policy

Human Resources

Monadelphous Group Limited

i. Company Definition

This document applies to all sites, employees and activities of Monadelphous Group Limited and its Related Bodies Corporate (herein referred to as The Company).

ii. Human Rights Policy

The Company respects the human rights of every person involved in its operations, supply chain and the communities in which it operates.

The Company operates in accordance with the United Nations Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. The Company does not accept any form of modern slavery in the conduct of its own operations and in its supply chain and is committed to ensuring that all workers are treated fairly, ethically and with respect.

Modern slavery refers to situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery involves grave abuses of human rights and serious crimes. It includes human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour (refer appendix for definitions).

Monadelphous expects its customers and suppliers to uphold the human rights of all people involved in their operations and supply chains.

The Company has a framework which outlines its processes to identify, mitigate and manage modern slavery risks within its operations and supply chain.

Appendix - Definitions

Type of exploitation	Definition
Human trafficking	Describes the recruitment, harbouring and movement of a person for exploitation through modern slavery.
Slavery	Describes situations where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way.
Servitude	Describes situations where the victim's personal freedom is significantly restricted and they are not free to stop working or leave their place of work.
Forced labour	Describes situations where the victim is either not free to stop working or not free to leave their place of work.
Forced marriage	Describes situations where coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony.
Debt bondage	Describes situations where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.
Deceptive recruiting for labour or services	Describes situations where the victim is deceived about whether they will be exploited through a type of modern slavery.
The worst forms of child labour	Describes situations where children are: <ul style="list-style-type: none">• exploited through slavery or similar practices, including for sexual exploitation; or• engaged in hazardous work which may harm their health, safety or morals; or• used to produce or traffic drugs.