

GFG Projects Pty Ltd (ABN 15 649 984 841), (**GFG**) are committed to respecting human rights and ensuring all business activities are conducted within the highest of ethical standards. Respecting the rights of all individuals is at the core of our values and guides the way we approach our work and the way in which we work with others.

GFG recognises its influence on the human rights of a range of stakeholders as part of its business operations, including as a provider of commercial and civil construction and infrastructure services and as an employer, contractor, procurer, supplier, investor and supporter of communities.

This policy demonstrates our commitment to understand our impacts and conduct our business consistent with the **Universal Declaration of Human Rights** and the **United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs)** by creating positive social impacts and mitigating human rights related risks through our operations and supply chain. This policy includes a commitment to work to ensure that there is no modern slavery in our operations and supply chain consistent with the *Modern Slavery Act 2018 (Cth)*.

This policy provides the basis of GFG's approach to respecting human rights and is supported by **GFG Projects Code of Conduct** and other policies and management systems.

As part of our commitment to respecting human rights, GFG will:

- Provide safe, respectful and inclusive workplaces for our employees, subcontractors, consultants and visitors that are free from unlawful discrimination, harassment, sexual harassment, bullying and victimisation, and promote diversity;
- Acknowledge the unique relationships that Indigenous communities have to land and waters and respect Indigenous culture;
- Consider the risk of our involvement in potential or actual negative impacts on human rights through our own activities and working relationships, and take action to mitigate and remove potential risk;
- Adhere to all applicable laws and regulations in each location we work, and respect the human rights of the communities in which we operate;
- Recognise the rights of our employees and the employees of our subcontractors to freedom of association and to participate in collective bargaining in a manner that is consistent with applicable laws and regulations;
- Oppose the occurrence of modern slavery including forced or child labour, and work to ensure that such practices are not present in our business or our supply chain;
- Through appropriate due diligence, seek to avoid knowingly engaging in business activities where it could be complicit in human rights abuses, including requirements under the *Modern Slavery Act 2018 (Cth)*
- Engage meaningfully, and in good faith with our stakeholders with respect for their human rights in any interactions;
- Ensure workers have fair wages and employment agreements and do not work hours not exceeding the maximum limit set by relevant legislation; and
- Ensure that all worker's health and safety is protected in the workplace and workers have access to fair procedures and remedies.

Any suspected or actual violation of human rights by GFG or any stakeholder in its supply chain should be reported to a Business Unit Manager, the Group Manager – Corporate Services, or a member of the Executive Team either directly or in accordance with the **Whistleblower Policy**. Any matter reported will be investigated immediately and appropriate action taken in a timely manner.

GFG does not tolerate victimisation, including any retaliation against persons making complaints or reports to address human rights on behalf of individuals or groups.

GFG is committed to continuously improving this policy and our approach to human rights commitments by monitoring and evaluating progress on a regular basis and working collaboratively with stakeholders.

This policy will be reviewed regularly to ensure it remains relevant to the needs of GFG Projects and its stakeholders.



Jack Gardner
Managing Director