

HUMAN RIGHTS POLICY

Scope and Purpose

This Policy expresses CIMIC Group Limited's (**CIMIC**) commitment to:

- respect applicable internationally recognised human rights as set out in the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, the *International Covenant on Economic, Social and Cultural Rights* and the *ILO Declaration on Fundamental Principles and Rights at Work*;
- promote a culture of integrity and compliance with the CIMIC Group Code of Conduct (the **Code**);
- make reasonable efforts to assess and address human rights risks in our operations and supply chains to avoid causing or contributing to adverse impacts on the human rights of people involved in our global operations; and
- take reasonable and proportionate action if any human rights risks materialise.

This Policy applies to CIMIC and its controlled entities (together the **CIMIC Group**) and all employees of the CIMIC Group.

CIMIC Group will use reasonable efforts to work with its contractors, suppliers, agents and those with whom it has a business relationship, including alliances and joint ventures in all jurisdictions where the CIMIC Group has operational control, to encourage respect for human rights within their own operations and to conduct human rights due diligence within their supply chain.

This Policy should be read together with the [Group Code of Conduct](#), [Workplace Behaviour Policy](#), [Health and Safety Policy](#), [Environmental Policy](#), [Third Parties Policy](#), [Whistleblower Policy](#) and all other applicable CIMIC Group Policies.

Human Rights

The United Nations describes human rights as the rights we have simply because we exist as human beings. Human rights are inherent to us all, regardless of nationality, sex, national or ethnic origin, colour, religion, language or any other status.

Human rights include the right to life, liberty, personal security and not to be subjected to slavery, including but not limited to trafficking in persons, servitude, forced labour, unlawful child labour or any form of exploitation of children or young people, debt bondage and deceptive recruiting for labour and services. CIMIC Group rejects all forms of slavery, in accordance with CIMIC's Code.

Policy Information

This Policy, and details of our whistleblower line, are accessible on CIMIC Group's website and intranet.

Owner:	CIMIC Group General Counsel
Approved by:	CIMIC Group Executive Chairman and Chief Executive Officer
Effective date:	20 June 2024

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