

Civmec is an integrated, multidisciplinary construction and engineering services provider to the Energy, Resources, Infrastructure, Marine and Defence sectors.

Modern slavery is a term which covers a range of exploitative practices including human trafficking, sexual exploitation, forced labor, forced criminality, domestic servitude, child exploitation and forced organ removal.

Civmec is committed to limiting the risk of modern slavery within its own business, within its supply chains or through any other business relationship.

The purpose of this Policy is to ensure that Civmec:

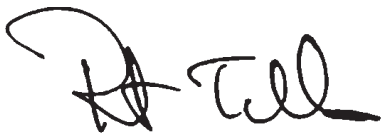
- is compliant with local, national and other applicable laws and regulations in the areas in which the businesses operate;
- sources products and services in accordance with legal obligations and community expectations while working with suppliers to improve their social and environmental practices; and
- acts to prevent, mitigate and where appropriate, remedy modern slavery in their operations and supply chains.

This Policy applies to all persons working or being recruited for, or on behalf of, Civmec, or providing services to Civmec in any capacity, including all suppliers, employees, directors, officers, agency workers, contractors, consultants and any other third-party representatives.

Civmec will only do business with suppliers who fully comply with this Policy, or those who are taking verifiable steps towards compliance.

We respond to modern slavery by:

- Providing training and awareness to our employees, by ensuring they understand what modern slavery is and what Civmec's legal obligation are.
- Providing a mechanism to report any suspected grievances or breaches, which can be reported to our Whistleblower Hotline.
- Civmec does not tolerate any form of unacceptable treatment of workers, including, but not limited to, the exploitation of children, physical punishment or abuse, or involuntary servitude.
- Civmec abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- Where Civmec is made aware of modern slavery practices in its own business or within its supply chain, Civmec will investigate all claims and, if valid, resolve the issue in line with the values expressed in this Policy.
- All employment with Civmec is voluntary.
- Civmec conducts risk assessments to determine which parts of the business and supply chains are most at risk from modern slavery to ensure focus on those areas.
- This Policy will be used to underpin and inform any statement on modern slavery that Civmec is required to produce.
- Civmec engages with suppliers to promote and support anti-slavery practices throughout Civmec's supply chain.
- Civmec is committed to introducing anti-slavery obligations in all supplier contracts.



Patrick Tallon
Chief Executive Officer
Civmec Group
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