

# 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.