HUMAN RIGHTS AND MODERN SLAVERY POLICY

Capstone Construction's Management is committed to respecting human rights and believes that all people should be treated with dignity and respect, as set out in the UN Universal Declaration of Human Rights, and in line with our core values of integrity, responsibility and respect.

Capstone Construction seeks to create positive social impacts by mitigating human rights related risks and promoting respect for human rights across our operations and activities.

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

- Provide a workplace free from bullying, harassment or discrimination, and promote diversity in the workplace
- Collect, store, and handle personal information in accordance with the Australian Privacy Principles in the Privacy Act 1988 (Cth)
- Provide a safe and healthy work environment and conditions for our employees by complying with applicable laws and regulations and implementing effective policies and procedures
- Reject any form of modern slavery, and work to ensure that such practices are not present in our business or our supply chain
- Ensure that all work is undertaken without coercion
- Employ only workers who are the applicable minimum legal age
- Ensure that all workers receive their legally mandated minimum wages, benefits, superannuation, leave entitlements and time off for legally recognised holidays
- Ensure that all employees receive adequate training to undertake their role
- Avoid knowingly engaging in business activities where it could be complicit in human rights abuses, including Modern Slavery Act 2018 (Cth) requirements
- Recognise the rights of Indigenous peoples, acknowledging their connections to lands and waters and respecting their culture
- Communicate this policy and our commitment to human rights to all stakeholders, including employees, contractors and suppliers, and those working within our supply chains
- Review this policy annually to ensure it remains relevant to the needs of Capstone Construction and its stakeholders



Matt Lucarelli
Director