

PEOPLE POLICY Statement

Shaw Contracting (Aust) values the employees who work for the Company and undertakes to provide a workplace which makes it the first choice in the markets in which the Company operates.

Establishing people as our foundation comes from the recognition that talented and motivated employees who are aligned with the Shaw Contracting values are the most important requirement for our Company to prosper.

Our relationships with our employees are built on our values and defined by the following principles where we aim for our people to be:

- Provided with a safe and healthy work environment where we all take responsibility for safety and encourage others to work safely
- Treated fairly in a workplace which values diversity
- Given access to information and knowledge needed to perform to expectations
- Provided with training and development opportunities consistent with the needs of the business; and
- Recognised when their actions support our vision and values.

A handwritten signature in black ink, reading 'Joe Luttrell', is positioned above the printed name and title.

Joe Luttrell
Chief Executive Officer