

SOCIAL RESPONSIBILITY

POLICY

At **GEC**, we are committed to being a responsible corporate citizen by applying the highest standards of openness, probity and accountability. As such our conduct is based on the business and our personnel acting professionally, fairly and with integrity and not tolerating any form of bribery, corruption, immoral behaviour or breaches of Modern Slavery legislation.

At GEC, our commitment is to:

- Provide mechanisms enabling stakeholders to voice concerns confidentially regarding impropriety in a responsible and effective manner without fear of reprisal.
- Conduct operations and create processes allowing the organisation to function responsibly, engaging with our stakeholders to manage the social, environmental and ethical impacts of our activities and where possible, our suppliers and clients.
- Not engage in bribery, fraud, corruption, or any form of unethical inducement or behaviour including facilitation payments and 'kickbacks.' We will also conduct reliable financial reporting through accurate accounting processes.
- Require Personnel to act honourably in the use of GEC's and client resources and reporting any potential conflict of interest to the Human Resources department immediately.
- Comply with local and international laws and regulations.
- Provide valuable products and services with superior quality and safety, endeavouring to increase the satisfaction and trust of our customers and contributing to the healthy development of society.
- Proactively engage in environmental efforts and work to protect the natural environment.
- Respect diversity and individual human rights and provide a healthy and safe working environment in which all persons receive fair treatment without discrimination. We will also oppose modern slavery and respect fundamental human and worker rights.
- Respect, understand and consider the cultures and practices of Indigenous peoples in each region we work and proactively engage in activities that contribute to their society.
- Ensure Personnel will not be disadvantaged for reporting wrongdoing.

We are committed to maintaining an environment where legitimate concerns are able to be reported without fear of retaliatory action or retribution. Any retaliation for having made the disclosure will result in disciplinary action. When a person makes a disclosure:

- Their identity will remain confidential.
- They will be protected from reprisal, discrimination, harassment or victimisation for making the disclosure.
- An independent internal investigation will be conducted.
- Issues identified from the investigation will be actioned and rectified.
- They will be informed about the outcome.

Approved by



Trent McKenzie
Chief Executive Officer
Global Engineering & Construction Pty Ltd

13 March 2021