

Welfare Policy Statement

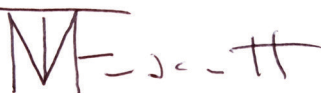
Multiplex is committed to the Welfare of its employees, contractors and suppliers by treating everyone with dignity and respect, providing an ethical and safe working environment and recognising everybody's rights and entitlements.

The company will meet this commitment by:

- Exceeding relevant legislation and applicable employer standards;
- Incorporating our Multiplex Welfare Principles in all business operations with a focus on continual improvement;
- Implementing our Welfare Management System to identify and monitor Welfare risks;
- Providing a mechanism for reporting Welfare grievances and procedures for remediation;
- Providing due diligence processes to carry out business and supply chain assessments;
- Conducting Welfare training;
- Ensuring managers, contractors and suppliers demonstrate the leadership, commitment and accountability necessary to foster a culture of Welfare responsibility and provide sufficient resources to implement and maintain our Welfare Management System;
- Consulting with all relevant stakeholders regarding Welfare; and
- Reporting regularly on our business operations to promote transparency and ethical Welfare practices.

Multiplex's commitment to Welfare and adherence to this Policy is the responsibility of management, employees, contractors and suppliers.

This policy will be reviewed annually.



Marcus Truscott
Managing Director
Multiplex Middle East
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