

Ethical Labour and Modern Slavery Policy Statement

Our business aim of delivering services of excellent quality and value to our clients goes hand in hand with our human rights and ethical labour practices priorities.

We firmly believe to deliver our business strategy we need to actively consider and have a positive impact on human rights and ethical labour practices associated with the supply of these services. We are committed to the rights and welfare of our employees, subcontractors, agencies and suppliers by fostering a business environment that advances the safety, security, rights and welfare of all people. In regards to ethical labour practices, our aim is to:

Embed ethical labour practice considerations as early as possible by offering solutions that optimise the positive impact of the services provided.

Collaborate with our supply chain to ensure their commitment to our ethical labour policies, standards and expectations. All suppliers are required to uphold these standards and applicable legal requirements by operating in a responsible, transparent and ethical manner.

We will take a proactive approach to identifying, preventing and addressing risks to people within our operations and supply chain. We are committed to safeguarding workers from harm and to pursuing positive initiatives that enhance their welfare, safety and wellbeing.

Join forces with industry peers to develop and share ethical labour best practice, and contribute to sector thought leadership.

In order to deliver this aim we will:

- Implement an ethical labour management system that enables our operations to deliver their ethical labour practices, as well as modern slavery and human trafficking commitments and obligations, by committing to our 'Ethical Labour Principles' on fairness and integrity, employment standards, working conditions, living conditions, mobility and access to documentation, recruitment practices, education and training, worker representation, grievance mechanisms and access to remedy;
- Set ethical labour objectives and targets relevant to our significant potential positive or negative risks and monitor our progress against these;
- Carry out due diligence assessments within our own business as well as supply chains;
- Use systems that allow reporting internally and externally with the aim of improving our performance continuously as a company;

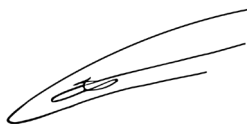
- Provide training and development opportunities for the people in our operations and supply chain to enable ethical labour practice including modern slavery and human trafficking risks as well as welfare enhancement opportunities to be identified, prioritised and managed effectively and;
- Promote knowledge sharing with relevant authorities, clients, supply chain, and any other relevant parties.

Responsibilities

This Policy Statement applies to the following businesses, which report ultimately to Multiplex Europe Ltd. These businesses share common facilities at 99 Bishopsgate and also the services and support of the Multiplex ESG (Environmental Social Governance) Team:

- Multiplex Construction Europe Ltd – undertakes business principally as a construction company
- Multiplex Services Europe Ltd – provision of facilities management services
- Multiplex Plant and Equipment Europe Ltd – provision of construction plant and equipment

The UK leadership team is responsible for the implementation of this Policy Statement and Management System. Both are reviewed annually and updated when necessary.



Callum Tuckett
Managing Director
Multiplex Construction Europe Ltd
January 2026



Andrew Ridley-Barker
Operations Director
Multiplex Construction Europe Ltd
January 2026