

# MULTIPLEX

## ANTI-SLAVERY AND HUMAN TRAFFICKING CHARTER FOR SUPPLIERS AND SERVICE PROVIDERS

2017

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# MULTIPLEX

## ANTI-SLAVERY AND HUMAN TRAFFICKING CHARTER FOR SUPPLIERS AND SERVICE PROVIDERS

### I. INTRODUCTION

Multiplex Global Limited is the parent company of a global construction business with operations in Europe, the Middle East, Australia, Canada and India. Multiplex Global Limited and all its subsidiaries (collectively, "Multiplex Global") value human rights and are committed to ensuring that all business is conducted according to ethical, professional and legal standards in a fair, honest and open manner. Multiplex Global is committed to conducting its business and all its relationships based on integrity and honesty and has a zero tolerance approach to slavery and human trafficking within its business and its supply chain.

The Modern Slavery Act 2015 is an Act of Parliament of the United Kingdom ("MSA") and applies to all Multiplex operations in Europe, the Middle East and Canada (collectively, "Multiplex", "us", "we") and their supply chain.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as:

- slavery, servitude (coercing someone to provide services) and forced and compulsory labour;
- human trafficking (arranging or facilitating the travel or movement of a victim with a view to them being exploited);
- committing any offence with the intention to commit human trafficking;
- aiding, abetting, counselling or procuring any of the above offences,

all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

### II. THIS CHARTER

This Anti-Slavery and Human Trafficking Charter for Suppliers and Service Providers (**Charter**) has been prepared for all suppliers, service providers, sub-contractors, consultants and any other party wanting to supply or provide services (**You**) to Multiplex for the purpose of communicating and reinforcing Multiplex's zero tolerance to all forms of slavery and human trafficking. You must read and understand this Charter.

### III. SUPPLIER AND SERVICE PROVIDER REQUIREMENTS

You must ensure that there is no slavery or human trafficking within Your own business or Your supply chain. You must also ensure that Your own supply chain has the same obligations as You in this Charter and your agreement with us.

In order to do business with Multiplex, You shall ensure that all forms of slavery and human trafficking are not present within Your business or within Your supply chain. You shall encourage transparency in your supply chain by providing Multiplex assurance that:

- You are in compliance with the MSA and endeavour to maintain a zero tolerance approach to slavery and human trafficking within Your business and Your supply chain;
- Slavery, servitude, forced or compulsory labour and human trafficking are NOT present within Your business and that you prohibit same;

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- safe and fair working conditions are provided to all your employees;
- You employ no child labour in line with minimum age laws within the countries you operate;
- You shall facilitate training to educate your immediate supply chain to understand the risks of slavery and human trafficking;
- You undertake risks assessments and due diligence within Your business and supply chain to identify any non-compliance of the Modern Slavery Act and You have mitigation strategies;
- You are in compliance with all legal requirements and that this is reflected in your policies, procedures, practices and in contracts with your supply chain.

Please note that if Multiplex believes that Your business is in direct conflict with this Charter or that You are in contravention of the Modern Slavery Act 2015, Multiplex may terminate its relationship with you and your appointment to provide services or goods.

## IV. REPORTING

You must notify Multiplex’s Legal Department as soon as possible if you believe or suspect that a conflict with this Charter has occurred or may occur in the future. You are encouraged to raise concerns about any slavery or human trafficking likely in any parts of Multiplex’s supply chain in any supplier tier at the earliest possible stage.

## V. KEY CONTACTS

If you have any questions about this Charter, please contact a member of Multiplex’s Legal Department in your region:

- Europe - Ben Keenan – General Counsel/Executive Director at [Ben.Keenan@multiplex.global](mailto:Ben.Keenan@multiplex.global).
- Canada - Andrèa Rinaldi – Legal Counsel at [andrea.rinaldi@multiplex.global](mailto:andrea.rinaldi@multiplex.global).
- Middle East – Adam Frith – General Counsel/Executive Director at [adam.frith@multiplex.global](mailto:adam.frith@multiplex.global)

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