

## Human Rights Policy CCA-POL-200

Cranecorp Australia Holdings Ptd Ltd and subsidiary companies (“Cranecorp Australia”) is committed to conducting business in a way that respects the human rights of all people, including our employees, the communities in which we are active and those working within our supply chains. These rights are principally preserved in the International Bill of Human Rights.

Our business conduct is defined by the accountabilities of governments in protecting human rights and of business in respective human rights.

This policy provides the basis of Cranecorp Australia’s human rights approach and is supported by the human rights commitments in the Code of Conduct CCA-POL-107 and other relevant policies.

We will achieve these objectives by:

- Continuing to take steps to identify, prevent and manage potential human rights impacts in our existing activities and new opportunities;
- Proactively engaging with stakeholders in the communities potentially impacted by our activities;
- Providing accessible grievance mechanisms for individuals or communities to raise complaints or concerns and processes for their resolution;
- Not tolerating the occurrence of forced labour, child labour, bonded labour or human trafficking in our operations or supply chain;
- Recognising the rights of our employees to freedom of association and to join representative organisations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules and regulations;
- Mandating that our suppliers comply and respect the human rights of all people;
- Managing security in a way that respects human rights;
- Ensuring the security of our people, assets, the environments in which we work and the communities with whom we interact.

Responsibility for the application of this policy rests with all Cranecorp Australia employees, contractors and subcontractors engaged in activities under our operational control.



Rod White

Chief Executive Officer