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SUPPLY CHAIN STANDARD

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1. PURPOSE

This Standard sets out the minimum **environment, social and governance (ESG)** standards expected from all suppliers, contractors and sub-contractors (“Suppliers”) doing business with Murray & Roberts.

2. BACKGROUND

Murray & Roberts purpose is to enable clients’ fixed capital investments that support the advancement of sustainable human development. We design and deliver projects that are financially viable and that create value for the Group and all its stakeholders, whilst safeguarding environmental sustainability through increased awareness and responsible use of natural resources.

The Group maintains a high standard of corporate governance, integrity, and ethics, which are non-negotiable features in the pursuit of its value creation strategy. We have approved and adopted a core set of values, policies, and standards, which are required to be applied and practiced in all our business activities.

Our business partners, including suppliers of goods and services, help us deliver on our commitments to stakeholders. It is therefore imperative that we partner with Suppliers that share our commitment to sustainable development. This is fundamental in creating and maintaining beneficial relationships and trust amongst our stakeholders.

3. RESPONSIBILITY

- This Supply Chain Standard applies to all Murray & Roberts businesses and Suppliers and is based on the Group’s Statement of Business Principles, Code of Conduct and other standards that determine its business conduct and ethical expectations. It should therefore be read in conjunction with these documents.
- The responsibility for implementing this Standard rests with the Murray & Roberts Limited Board members and Managing Directors or Vice Presidents of subsidiary companies.
- All employees are expected to demonstrate commitment to this Standard and ensure that it is communicated to all prospective and current Suppliers.
- Operating companies are responsible for developing locally adapted procedures and practices in support of this Standard.

4. STANDARD

In furtherance of our commitment to sustainable development, Murray & Roberts requires Suppliers to meet or exceed the following standards:

- 4.1. Environment:** Demonstrate commitment to environmental protection and sustainability by adopting appropriate environmental practices such as promoting:
- water and energy conservation programmes
 - water and air emissions management
 - biodiversity management
 - waste and pollution control
 - regulatory compliance, and
 - climate change action through monitoring and reducing own greenhouse gas emissions.

4.2. Health and safety: Implement effective health and safety programmes ensuring the safety and holistic health and well-being of own employees and those impacted by own business activities.

4.3. Human rights and labour: Embrace international standards on human rights, social justice and decent work and comply with all human rights laws, including, but not limited to:

- Treating all employees with dignity, respect, and fairness
- Ensuring fair remuneration and working conditions for all employees
- Respecting employees' rights to freedom of association and collective bargaining
- Prohibiting all forms of forced and compulsory labour
- Ensuring that all employees are of local legal age and preventing the use of child labour
- Preventing discrimination in employment
- Avoiding complicity in human rights violations

Implement initiatives that support and promote diversity, equity, and inclusion within their organisations.

4.4. Host communities: Demonstrate a strong commitment to obtaining social acceptance for their operations through engagement with local stakeholders and supporting local businesses and community development initiatives.

4.5. Ethical conduct: Conduct business with integrity and high ethical standards by adhering to sound corporate governance practices, all legal requirements and act in accordance with the Group's Standard of Business Principles and Code of Conduct.

4.6. Data protection and privacy: Comply with data protection and privacy laws and ensure protection of personal information of all persons with whom they interact.

4.7. Cybersecurity: Implement programmes to manage the cyber security risk, including prevention and mitigation of cyber-attacks.

4.8. Legal compliance: Comply with all applicable laws, regulations, and codes, in the countries in which they operate.

4.9. Murray & Roberts Statement of Business Principles and Code of Conduct: Comply with the Group's Statement of Business Principles and Code of Conduct in all respects, details of which may be found at <https://www.murrob.com>.