

Human Rights Policy

Scope

This Policy applies to all employees of the entities controlled by Thiess Group Holdings in all jurisdictions (the **Group**). It also applies to alliances and joint ventures where the Group's management systems apply.

Purpose

The Group is committed to:

- respect applicable internationally recognised human rights as set out in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the ILO Declaration on Fundamental Principles and Rights at Work;
- promote a culture of integrity and compliance with the Group Code of Conduct (the **Code**);
- make reasonable efforts to assess and address human rights risks in our operations and supply chains to avoid causing or contributing to adverse impacts on the human rights of people involved in our global operations; and
- take reasonable and proportionate action if any human rights risks materialise.

This Policy, together with the Human Rights Standard sets out the requirements for the upholding of human rights across the Group.

The **objective** of this Policy is to outline the Group's commitment to respecting and upholding human rights in all the jurisdictions in which it operates.

Human Rights:

The United Nations describes human rights as the rights we have simply because we exist as human beings. Human rights are inherent to us all, regardless of nationality, sex, national or ethnic origin, colour, religion, language or any other status.

Human rights include the right to life, liberty, personal security and not to be subjected to slavery, including but not limited to trafficking in persons, servitude, forced labour, unlawful child labour or any form of exploitation of children or young people, debt bondage and deceptive recruiting for labour and services. The Group rejects all forms of slavery, in accordance with the Code.

Policy

The Group will use reasonable efforts to work with its contractors, suppliers, agents and those with whom it has a business relationship, including alliances and joint ventures in all jurisdictions where the Group has operational control, to encourage respect for human rights within their own operations and to conduct human rights due diligence within their supply chain.

This Policy should be read together with the Code, Workplace Behaviour Policy, Health and Safety Policy, Environmental Policy, Dealing with Third Parties Policy, Whistleblower Policy and all other applicable Group Policies.

This Policy, and details of our whistleblower line, are accessible on the Group's website and intranet.

Monitor and Review

The ongoing application and effectiveness of this Policy shall be monitored and reviewed periodically in accordance with the Compliance Plan.

Policy Information

Owner:	General Counsel
Consulted:	Legal
Approved by:	CEO and CFO, Board of Thiess Group Holdings
Effective Date:	19 March 2025

Note: Policies may be amended from time to time with approval from the Thiess Group Holdings Board.