

## HUMAN RIGHTS POLICY

### Purpose:

Freyssinet (including its subsidiary companies) is committed to upholding and promoting human rights in all aspects of its work. This policy outlines the ethical and social values we stand for and our dedication to treating everyone—our customers, suppliers, shareholders, employees, and the communities we serve—with dignity, fairness, and respect.

We are guided by our Group core values that include: **Professionalism, Respect, Openness, Fairness, Innovation, Teamwork, and Safety.** By embracing these principles, we aim to be an organisation where people are proud to work and collaborate. As a leading contractor in the UK construction sector, we are committed to aligning our practices with internationally recognised human rights standards across all our operations.

### Understanding Human Rights

Human rights are the basic rights and freedoms that belong to every person. They are rooted in the principle of treating others as we wish to be treated and serve to protect individuals and communities from abuse and discrimination. Our approach is shaped by international human rights frameworks, including the United Nations Universal Declaration of Human Rights (UNUDHR) and the International Labour Organization's (ILO) core labour standards.

### Our Commitments

#### General Principles

- We conduct our business ethically and in line with our values.
- We engage in honest, respectful, and transparent communication with all stakeholders.
- We respect and uphold fundamental human rights and comply with international standards and national laws.

#### Workplace and Employee Relations

- We expect all employees to uphold the highest ethical standards.
- We are committed to providing a workplace free from discrimination of any kind—this includes, but is not limited to, race, ethnicity, colour, gender, age, religion, disability, marital status, social background, nationality, sexual orientation, or employment status.
- Harassment, abuse, or any form of intimidation—physical, verbal, psychological, or sexual—will not be tolerated.
- We prioritise the health and safety of our employees and take all reasonable steps to provide a safe working environment.
- All employees will receive the training they need to perform their roles confidently and competently.

### Social and Environmental Responsibility

#### Environmental Impact

- Protecting the environment is integral to our work. We aim to identify and mitigate environmental impacts as early as possible.
- We strive to choose sustainable methods and encourage our clients and partners to do the same.
- We use systems that help us assess and reduce the environmental impact of our projects on local communities.

#### Community Engagement

- We recognise our role in contributing to thriving communities. We endeavour to work with local groups to support community goals and foster educational and employment opportunities through our projects.

### Human Rights Risk Assessment

We use a dedicated assessment tool to evaluate human rights risks across our business operations and supply chain. This tool helps us identify, monitor, and address potential human rights impacts, ensuring that our practices—and those of our partners—align with international standards and our core values. Through regular assessments, we reinforce our commitment to ethical conduct, transparency, and continuous improvement.

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Version 2



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### Communication and Awareness

We ensure our Human Rights Policy is clearly communicated across the organisation. This includes sharing it through (but not limited to):

- Policies and procedure documents
- Induction programs
- E-learning modules

### Responsibilities

We expect everyone in our organisation - employees, managers, and directors - to uphold these standards.

Management is responsible for setting expectations, supporting staff, and addressing any breaches of this policy.

Breaches of our human rights commitments will result in appropriate disciplinary action.

### Policy Review

This policy is reviewed annually and updated as needed to stay aligned with legislative and industry developments.