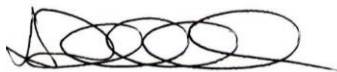


HUMAN RIGHTS POLICY

LMAC Group Ltd are committed to respect the human rights of others and conduct our business in a manner that respects the rights and dignity of all people and avoids infringing on the human rights of others or addressing adverse human rights impacts with which we may be involved. We align approach to the 30 articles of the Universal Declaration of Human Rights. Our actions for embedding human rights throughout our business include:

- We have policies and processes in place to enable LMAC Group to meet our commitments. These include:
 - Anti-Bribery and Corruption
 - GDPR – Data Privacy
 - Diversity and Inclusion
 - Environmental Impact
 - Grievance Mechanism
 - Health & Safety
 - Anti-Slavery
 - Customer Care
 - Protecting the Public
 - Mental Health
- We have a staff handbook to ensure fairness and consistency regarding our employment practices, which follows current regulations
- We vet our supply chain for compliance against human rights before they can be included in our supply chain database
- We conduct stakeholder engagement to identify potentially affected vulnerable groups during our operations
- We will support our stakeholders to ensure they have access to their rights

Signed:

A handwritten signature in black ink, appearing to read 'Lee McDowell'.

Lee McDowell

LMAC Construction Ltd

Issue Date: 10/02/23

Review Date:10/02/24