

Corporate Social Responsibility Policy

FCE Projects Limited's mission is to be a resilient organisation that protects the environment, improves the lives of our people, supports the communities we serve and brings economic benefit for our region. Our business was founded in 2004 and we have always upheld company values and a principles-based approach to doing business, that ensures we are:

- Focused - *driven by our customer needs.*
- Collaborative - *working across project stakeholders to deliver the best solutions.*
- Ethical - *acting with integrity, equality, fairness, and respect.*
- Responsible - *doing the right thing for society and the planet.*

We operate in a way that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment, and anti-corruption. As a responsible business, we enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another.

We are committed to incorporating the *Ten Principles of the UN Global Compact* into strategies, policies, and procedures, and establishing a culture of integrity, and are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success, as follows:

Human rights

- Principle 1: We shall support and respect the protection of internationally proclaimed human rights; and,
- Principle 2: we shall make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: We shall uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: we shall support the elimination of all forms of forced and compulsory labour;
- Principle 5: we shall support the effective abolition of child labour;
- Principle 6: we shall support the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: We shall support a precautionary approach to environmental challenges;
- Principle 8: we shall undertake initiatives to promote greater environmental responsibility; and
- Principle 9: we shall encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- Principle 10: We shall work against corruption in all its forms, including extortion and bribery.

The next review date for this policy is January 2026.



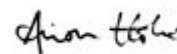
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