



PORR Bau GmbH recognises that slavery and human trafficking is a clandestine disorder against world civilisation. The aim of the Company is to recognise our responsibility by forewarning staff to the risks in our business and throughout our supply chain. Staff are required to report concerns to senior management where they are expected to act upon them. Company activities are varied through multiple disciplined areas and sectors such as: Civil Engineering, Tunnelling, Bridgeworks and general infrastructure contracts. PORR Bau GmbH has a multi-disciplined supply chain to support us through these disciplines and sectors.

We are committed to ensuring that there is no modern day slavery or human trafficking within our supply chains and further more in any part of our business. Our Anti-slavery Policy Statement demonstrates our total commitment to acting ethically and honestly throughout all our business relationships and to instigating and enforcing applicable systems and controls to ensure slavery and human trafficking is not being undertaken anywhere in our supply chains.

This Policy acknowledges and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 (successor of OHSAS 18001:2007) and ISO 50001:2018. The implementation and operation of this management system emphasises our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been founded and include disciplinary procedures whenever they are contravened. Additional procedures ensure that this policy is recognised and communicated throughout the company and that it is reviewed regularly by the Directors to ensure its ongoing suitability and significance to the company activities. The Company will achieve these objectives by our initiative to recognise and alleviate risk in the following ways (But not limited to):

- Extra rigorous vetting and analysis of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continuous audits & review our practices to ensure all employees are paid at least the minimum wage and have the right to work;
- Support the reporting of concerns and the security of whistle blowers.
- The company will not knowingly tolerate or trade with any business involved in slavery or human trafficking.
- We have a zero tolerance level to slavery and human trafficking and demand all those in our supply chain and contractors to comply with our values.

To guarantee a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.



We use Key Performance Indicators (KPIs) to measure our effectiveness and to ensure that slavery and human trafficking is not happening in any part of our business or supply chains:

- Completion of Audits by Directors, Managers Safety managers and Safety Advisors;
- Use of labour monitoring and payroll systems
- Communication and personal contact with our supply chain and their understanding of and compliance with our expectations.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement.

### Modern Day Slavery Act 2015 Policy Statement

For transparency the company will publish the Modern Day Slavery & Trafficking Act 2015 Policy Statement on its website for the public, consumers, employees, NGOs or investors to view.

**This policy applies to all those employed by PORR Bau GmbH**

Signed in Vienna on 23.06.2024 for and on behalf of:

**PORR Bau GmbH**

by its duly authorised representatives:

A handwritten signature in black ink, appearing to read 'J. Deix', written over a horizontal line.

**Josef-Dieter Deix**

Managing Director  
PORR Bau GmbH

A handwritten signature in blue ink, appearing to read 'O. Schupe', written over a horizontal line.

**Oliver Schupe**

Managing Director  
PORR Bau GmbH