

## Royal BAM Group

### Human Rights Policy Statement

The Executive Committee of Royal BAM Group is committed to respecting and promoting human rights.

BAM is guided by the standards established in the Universal Declaration of Human Rights, the Corporate Responsibility to Respect Human Rights under the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. BAM also recognises and respects the ILO Declaration and Conventions. BAM complies with the Minimum Safeguards under the EU Taxonomy Regulation.

This policy is applicable to all Royal BAM Group activities and all its companies, employees and any other representatives (hereafter 'BAM').

BAM's key human rights principles are:

- BAM respects the dignity of every person encountered and those affected by BAM's projects.
- BAM respects children's rights and does not tolerate any form of child, forced or compulsory labour in BAM's business and supply chain.
- BAM is committed to preventing slavery and human trafficking throughout the operations and those associated with our business.
- BAM respects the right to freedom of association and collective bargaining, where permissible by law.
- BAM applies national legal requirements and agreed industry standards regarding wages and working hours and requires third parties to do the same.
- Workers for BAM should have safe and healthy working conditions that meet or exceed applicable standards for occupational safety and health, including provisions for young workers.
- BAM is committed to prevent harassment, bullying, aggression, violence or discrimination on any grounds or behaviours that exclude others. BAM ensures security provision is carried out responsibly.
- BAM values diversity and the differences between BAM's employees and strive towards equality. BAM aims for a diverse work force among others including age, gender, knowledge, education and experience.
- BAM respects the rights of minorities and indigenous people, including land, forest and water rights and preventing forced eviction.

BAM's approach provides the framework to set and monitor objectives with key focus on:

Management system

- Deliver a clear framework for managing Human Right risks, for ensuring appropriate controls and for monitoring effectiveness.

People and communication

- Increase awareness, knowledge and skills to prevent human right risks.

Third party management

- Endorse appropriate third party due diligence and monitoring human rights risk factors.

Speak up and grievance

- Ensure a grievance mechanism and a structured approach to manage Human Rights malpractices, including remediation and disciplinary action.

Industry engagement

- Promote and protect employee rights by collaborating with government, NGOs, unions and industry peers.

This policy is achieved by effective operation of the integrated management systems together with the active leadership, participation, professionalism and commitment of all internal stakeholders involved. The management systems aim to meet the requirements of BAM, its clients and other external stakeholders.

The Executive Committee regards the responsibility of management in implementing this policy statement to be fundamental to BAM meeting its standards and commitments.

BAM has appointed a multi-disciplinary Human Rights Working Group to ensure awareness of this policy is promoted throughout the company, the effectiveness is monitored and areas for continual improvement identified and implemented.

**Ruud Joosten**  
**Chief Executive Officer**  
**For and on behalf of the Executive Committee of Royal BAM Group**



*This policy statement has been approved electronically. Proof of approval can be seen upon request.*