



# Human Rights Position Statement

**Approver's name and title:**

Lendlease Board  
Lendlease Global Leadership Team

**Effective date:**

March 2023

**Classification:**



## Our Commitment

Lendlease's purpose is to create places where communities thrive and our commitment to human rights is inherent within our purpose. We seek to treat all our stakeholders with dignity and respect, aiming to uphold the highest standards of integrity in our day-to-day business practices and decision-making.

The governance of our Human Rights Position is overseen by the Board Sustainability Committee, the Board People & Culture Committee, and the Board Risk Committee. All employees are required to complete mandatory annual Code of Conduct training.

In line with the United Nations Guiding Principles on Business and Human Rights, Lendlease recognises the responsibility of businesses to respect and uphold the internationally recognised human rights as set out in the International Bill of Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

We believe the collective intent and associated commitments and actions outlined in the following policies and procedures to be in line with the aspirations associated with our commitment to the United Nations Global Compact and its 10 principles.

### *Group Policy Employee Code of Conduct*

The Lendlease Code of Conduct explains the standards that Lendlease expects of its employees in the conduct of its operations. It supports the Group's Core Values of Respect, Collaboration, Integrity, Excellence, Innovation and Trust.

### *Group Policy Conduct Breach Reporting*

We are committed to conducting our business with honesty and integrity, and we expect our employees, contractors, suppliers and agents to maintain high standards as set out in our Core Values, Employee Code of Conduct and Supplier Code of Conduct. A culture of openness and accountability is essential to minimise the risk of illegal or improper conduct and to address this conduct if it occurs.

### *Modern Slavery Statement*

Respect for people drives the way we work. It underpins our values, our commitment to safety and sustainability. We have laid the groundwork toward understanding and mitigating modern slavery risks across our operations and our supply chains.



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### *Supplier Code of Conduct*

Our Supplier Code of Conduct (Supplier Code) sets out our expectations and seeks to apply Lendlease's Core Values in partnership with our third-party suppliers, consultants and contractors (Suppliers). In accordance with contractual arrangements with our Suppliers, Suppliers are, at a minimum, obliged to comply with the laws and regulations of the country/ies in which they operate, including laws relating to health and safety, sustainability and the environment, labour practices, modern slavery, materials quality, anti-trust and anti-corruption and data protection.

### *Group Policy Diversity & Inclusion*

Lendlease is committed to building a workplace in which all individuals are supported, respected and connected. To create the best places, we need a culture and an environment that embraces and respects difference. One where people can bring their 'whole self' to work and feel safe, empowered and motivated to be the best they can be. Diversity and Inclusion is a key enabler to realising our vision.

### *Reconciliation Action Plan*

Our purpose is to create places where communities thrive, places that are not only innovative and sustainable but acknowledge the first placemakers – the First Nations peoples of Australia. When we create places by acknowledging that we are on Country, we become part of a bigger story that builds connections with First Nations peoples.

We have designed our RAP actions to align with the Five Dimensions of Reconciliation, the UN Declaration on the Rights of Indigenous Peoples, and the UN Sustainable Development Goals.

### *Group Policy Risk Management*

Effective risk management facilitates the anticipation of uncertainties that could impact us tomorrow. By recognising and managing risk, we are able to make the most out of opportunities to create securityholder value and deliver on our commitments to customers, employees, the environment and the community. At Lendlease, formal risk management processes are embedded within day-to-day management of the business.

### *Group Policy Sustainability*

Lendlease's purpose to create value through places where communities thrive is underpinned by our commitment to sustainability as a core operating principle reflected in the implementation of our Sustainability Framework, which prioritises both environmental and social focus areas. This Policy informs the practices of all Lendlease employees and activities in all geographies.

### *Group Policy Environment, Health & Safety*

We are an organisation that is committed to positively influence EH&S outcomes wherever we have a presence, and across all our operations. Our policy represents our values across all Lendlease activities. Our objective is to provide and maintain safe, healthy and environmentally responsible workplaces and communities for all our stakeholders, including the general public, employees, stakeholder partners, our supply chain and those who may interact with or be affected by our undertakings.

Our *Global Minimum Requirements Framework (GMRs)* sets out the minimum environment, health and safety standards designed to control the risks across our operations.

### *Privacy Policy*

We treat personal data provided to us with respect and integrity. Respect and integrity form part of our Core Values, which are the foundation for the conduct of our business in all parts of the globe. Our privacy policy sets out how we look after personal data and how we look to meet our legal obligations under data protection laws.



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### *Complaints or Feedback Mechanisms*

Lendlease encourages all stakeholders to report any complaints or feedback they may have regarding how we manage human rights in our operations and our supply chain.

Complaints or feedback can be reported in any of the following ways:

- The complaints and feedback mechanism on the Lendlease website
- Consistent with our Core Values and reinforced in our Code of Conduct we encourage our people, contractors, suppliers and agents to speak up and disclose misconduct, and we have procedures in place as set out in our *Conduct Breach Reporting Policy* to protect those who make disclosures of misconduct from negative treatment or victimisation. We have a secure, confidential, and independent channel for reporting misconduct where people have the choice to remain anonymous. To find out more, please see *EthicsPoint*.

Lendlease is committed to delivering excellent customer service. We will try to resolve any issue in a clearly defined, consistent, transparent and timely manner. Our *Group Policy Customer Complaints and Feedback* applies to all external complaints and feedback (both positive and negative) about Lendlease and the services we provide. Lendlease businesses in each jurisdiction may have their own more detailed complaints and feedback handling procedures which supplement this policy and consider local complaints and feedback related legislative and regulatory requirements.

## Further information and related materials

Related information	Description
Supporting Policies	All supporting policies can be found on Lendlease website under Governance

Contact	Details
Group Chief Risk Officer	If you have any questions about this Statement please contact Group Chief Risk Officer