

## HUMAN RIGHTS POLICY

**Fletcher Building is committed to upholding Human Rights across all our business operations.**

Human rights are fundamental civil, political, economic and social rights and freedoms that every human is entitled to without discrimination and include the right to be treated decently at work, to express opinions and beliefs without fear of recrimination, to have privacy, and to be free from harassment, abuse or discrimination.

This policy describes how Fletcher Building will uphold and monitor human rights within our business operations.

### NEED TO KNOW

- Fletcher Building is committed to respecting all internationally recognised human rights relevant to our operations and within our supply chain and will act to uphold human rights within our workforce and supply chain.
- Fletcher Building promotes a working environment free from discrimination, harassment, cruel or degrading treatment.
- Fletcher Building respects employees' freedom of association, their right to collective and enterprise bargaining and their right to join, form or not to join a labour union without coercion or fear of reprisal, intimidation or harassment.
- Fletcher Building compensates employees competitively relative to the industry and local labour market and will comply with minimum wage requirements. We will not require employees to pay recruitment fees.
- Fletcher Building prohibits the use of all forms of forced labour, including indentured labour, bonded labour, prison labour, military labour, modern forms of slavery and any form of human trafficking within our operations and our supply chain.
- Fletcher Building takes human rights considerations into account when selecting suppliers, and periodically audit and undertake due diligence within our operations and our supply chain to identify actual or potential issues.
- Fletcher Building requires suppliers to adhere to the Fletcher Building Supplier Code of Conduct which supports this Policy.
- Fletcher Building recognizes the significance of Te Tiriti o Waitangi in New Zealand and the human rights specifically relevant to indigenous peoples.
- Fletcher Personnel are expected to immediately report any known or suspected violations of human rights, applicable laws, regulations, Fletcher Building policies and ethical standards.
- Retaliation against anyone raising human rights concerns is prohibited.
- It is expected that non-wholly owned subsidiaries and applicable joint venture/alliances will adapt their rules and guidelines as much as possible to be consistent with this policy.

**This policy applies to:** All Fletcher Building Personnel who act for or on behalf of Fletcher Building or any of its subsidiaries, including suppliers to Fletcher Building.

## EXPLANATORY AND GUIDANCE NOTES

### Fletcher Building Personnel

Fletcher Building Personnel includes all directors, officers, employees, independent contractors and subcontractors, consultants, temporary agency personnel and secondees of Fletcher Building Limited and its subsidiaries. It also includes all suppliers to Fletcher Building.

### Communication of this Policy

- Each employee will have access to our Human Rights Policy, Whistleblowing (Wrong Doing) Disclosure Policy and Code of Conduct through the Fletcher Building intranet.
- Details of our whistle-blower line, [FBuCall](#), are available on our intranet and external website and are visible on noticeboards in our workplaces.
- Our Supplier Code of Conduct is available to all suppliers through our external website.
- Fletcher Building's aim is to be transparent with its stakeholders in relation to Human Rights issues within its business and will include any material and significant human rights issues as part of annual reporting and disclosures.

### Responsibilities

- Responsibility for ensuring that this Human Rights Policy is enacted within our business operations and supply chain sits with the Business Unit management teams.
  - Business Units must put in place processes that can identify human rights issues within their business and supply chain. If any significant risk area is identified appropriate remediation measures proportionate to the risk must be implemented.
  - Business Unit Procurement teams are responsible to establish processes to assess the Human Rights compliance of their respective suppliers.
- The Fletcher Building risk team is responsible for ensuring that the regular Business Unit risk assessment and management process includes human rights risks.
- Human rights issues that arise are reported to the Audit and Risk Committee via the six monthly Risk Management reporting and the quarterly reporting of FBuCall matters.

### Reporting and Assistance

Our Whistleblowing (Wrong Doing) Policy provides guidance and protection for personnel raising any known or suspected violations of human rights, applicable laws, regulations, Fletcher Building policies and ethical standards.

Any attempt to deter individuals from raising concerns, or any subsequent retaliation against individuals who speak-up, will be treated as a serious disciplinary offence.

Fletcher Building employees should contact their direct manager or their BU People and Performance Manager if they need advice or have any questions or concerns about this Policy. Non-Fletcher Building employees should contact Fletcher Building's Sustainability Manager.

**Printing this policy:** All our official policies are updated electronically and available on Matrix so before relying on a printed copy please check you have the latest version.

**Related policies:** [Anti-Bribery and Corruption Policy](#), [Diversity Policy](#), [Code of Conduct](#), [Supplier Code of Conduct](#), [Whistleblowing \(Wrongdoing\) Disclosure Policy](#), [Environmental Health and Safety Policy](#), [Sustainability Policy](#).