

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

It is our policy to:

- support and respect all internationally proclaimed human rights relevant to our operations and within our supply chain .
- uphold human rights within our workforce and supply chain, and, to the best of our knowledge avoid being complicit in human rights abuses.
- promote a working environment free from discrimination, all forms of harassment including sexual harassment, and cruel or degrading treatment.
- respect 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.
- apply the remuneration principles in our Remuneration Policy to achieve pay parity across our workforce and establish and maintain pay levels that are competitive relative to the industry and local labour market.
- comply with minimum wage requirements and not require employees to pay recruitment fees.
- prohibit the use of all forms of forced and compulsory labour, including child labour, 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.
- take 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.
- require suppliers to adhere to the Fletcher Building Supplier Code of Conduct which supports this Policy.
- recognize the significance of Te Tiriti o Waitangi in New Zealand and the human rights specifically relevant to indigenous peoples.
- report any known or suspected violations of human rights, applicable laws, regulations, Fletcher Building policies and ethical standards.
- take actions to ensure non-wholly owned subsidiaries and applicable joint venture/alliances adapt their rules and guidelines as much as possible to be consistent with this policy.

This policy applies to: All Fletcher Building Personnel.

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 agents and other third parties acting for or on behalf of Fletcher Building or any of its subsidiaries (either directly or indirectly).

Communication of this Policy

- Each employee will have access to our Human Rights Policy and related policies 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.

Failure to comply

Strict compliance with this Policy is a condition of employment or other engagement with Fletcher Building. Breaches of it may constitute misconduct or serious misconduct and may also lead to disciplinary action, which can include termination. Failure to comply with this Policy may also lead to a breach of applicable legislation, stock exchange listing rules or other regulations.

Reporting

Breaches of this Policy should be reported to Fletcher Building's Group General Counsel. Alternatively, Fletcher Building has a free phone and online service ([FBuCall](#)) that you can use.

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.

Where to seek further help

Discuss any question you may have regarding the Policy and its application with your direct manager, or with Fletcher Building's Company Secretariat.

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](#), [Inclusion and Diversity Policy](#), [Remuneration Policy](#), [Code of Conduct](#), [Supplier Code of Conduct](#), Whistleblowing (Wrongdoing) Disclosure Policy, Environmental Health and Safety Policy, [Sustainability Policy](#)