

### Commitment

CRE conducts its business in a manner that respects the rights and dignity of all people and complies with all legal requirements.

We treat everyone who works for CRE fairly and without discrimination. We firmly believe our employees are entitled to work in an environment and under conditions that respect their rights and dignity. We expect our supply chain to adopt a similar approach and have referred to our commitment to drive out acts of modern day slavery and human trafficking in our Modern Day Slavery and Human Trafficking Policy (PM/110).

### Delivery

Respect for our employees' human rights is considered integral to our recruitment, management and diversity & inclusion processes.

CRE wish to create and maintain a workplace that is free of harassment, intimidation and inhumane treatment and discrimination based on race, colour, national origin, religion, gender, age, sexual orientation, gender identity, marital status, disability or any other characteristic protected by applicable laws that may exist or be introduced.

CRE have zero tolerance for retaliation, which includes threats, intimidation, exclusion, humiliation and raising issues maliciously or in bad faith.

### Governance

This policy applies to every employee within CRE and any reported violation of this policy will be fully investigated and dealt with under our disciplinary procedures.



**PADDY MAIR**  
**GENERAL MANAGER**  
**1 May 2026**

Next review date: 30 April 2027