

Australian Modern Slavery Statement
pursuant to section 14 of the *Modern Slavery Act 2018* (Cth)
for the year ended 31 December 2021

Introduction

This is a modern slavery statement by STRABAG SE, covering STRABAG AG. STRABAG AG is a company incorporated in Austria, registered as a foreign company in Australia with ARBN 630 089 217. STRABAG SE has prepared this statement in consultation with STRABAG AG.

STRABAG SE is a company incorporated in Austria, and is listed on the Vienna Stock Exchange. STRABAG SE is the parent company for the STRABAG group (**STRABAG**), of which STRABAG AG is a wholly owned subsidiary. STRABAG SE is not a reporting entity under the *Modern Slavery Act 2018* (Cth) (**Act**).

Reporting Entity

The reporting entity under the Act for this statement is STRABAG AG.

Structure, operations, and supply chains

STRABAG is a leading European-based technology group for construction services. STRABAG has more than 74,000 employees and operates out of its headquarters in Austria and is present with subsidiaries and facilities operating worldwide in almost all segments of the construction industry. For further details see the STRABAG's 2020 Annual Report here: <https://www.strabag.com/databases/internet/public/content.nsf/web/EN-STRABAG.COM-GB.html>

STRABAG's services span the entire construction value chain, bringing together people, materials and machinery in the right place and right time to deliver complex construction projects on schedule, of the highest quality, and at the best price. This includes services in design, construction, modernisation, and deconstruction.

STRABAG provides tailor-made construction projects which take into consideration the varying local requirements and surrounding area for each project. STRABAG utilises subcontractors and local partners to deliver construction services.

Risk of modern slavery practices

STRABAG recognises that globally, around 7 per cent of the workforce is employed by the property and construction industry and an estimated 18 per cent of modern slavery victims are found in the construction industry.

Risks of modern slavery in the industry include: forced labour, particularly in the manufacture and production of raw materials; poor working conditions and forced or child labour, where materials are sourced from high risk geographies known to be associated with these practices; and forced or unpaid work and unsafe working conditions, as low skilled workers can be vulnerable to exploitative practices.

A key area of risk of modern slavery in the operations and supply chains of STRABAG arises from the selection and use of contractual partners and subcontractors in the local regions in which STRABAG operates.

Actions to address the risk

STRABAG is committed to the prohibition of modern slavery, as defined in the Universal Declaration of Human Rights, both in our supply chains and in any part of our business.

STRABAG carefully selects our partners and subcontractors within public procurement procedures as their reliability is of the essence. Our management are well trained and educated in selecting the best possible partners for our projects. We oblige our subcontractors and local partners to adhere to the ten principles of the United Nations Global

Compact with the Supplier Code of Conduct, and require them to comply with all laws, including anti-slavery.

These principles are found in the STRABAG Group Code of Conduct and the Principles of Employment and Human Rights annex, applicable to all STRABAG employees. Through these, STRABAG and its management place prohibitions on slavery and human trafficking, and child labour.

Subcontractors and local partners are expected to comply with these principles and STRABAG employees involved in issuing purchase orders are asked to bring these principles to the knowledge of business partners accordingly. If an infringement of these principles is identified, STRABAG management will apply corresponding sanctions including the termination of the contracts where appropriate. Additionally, STRABAG demands certain confirmations from subcontractors before contract conclusions, including their compliance with labour law provisions. All subcontractors are rated in our procurement information system following project execution. This helps us to document any risks concerning social issues, as well as quality or environmental issues.

STRABAG has an established whistleblower system where anyone, including but not limited to STRABAG employees and employees of companies in our supply chain, can make a report. These reports are confidential and the user may also choose to report anonymously.

STRABAG also utilises the audit process, undertaken by its internal audit division, to scrutinise the observance and compliance with these principles.

Assessment of effectiveness

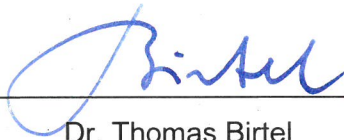
STRABAG considers that the policies and mechanisms currently in place have been effective in minimising the risks of modern slavery in its operations and supply chains. We measure this by the number of cases breaching the prohibition of modern slavery contained in our code of conduct that are discovered during the financial year.

No violations against the prohibition of modern slavery were identified in 2021.

Process of consultation

STRABAG SE has consulted with STRABAG AG to develop this modern slavery statement, including by briefing STRABAG AG's company secretary and engaging with relevant directors.

This statement was approved by the Management Board of STRABAG SE on 31.01.2022.



Dr. Thomas Birtel

CEO

STRABAG SE