

Community Relations Policy

WorkPac Group of Companies values the importance of strong relationships with the communities in which we operate. Nurturing of community relationships is a core element of our business's social responsibility. As well as the WorkPac Group of Companies' direct support of our local communities, we also pride ourselves on empowering and supporting our employees to get involved in supporting local community initiatives and creating positive energy built on mutual understanding, respect and trust.

In supporting the community, we will:

- Recognise, support and reward our employees who participate in socially responsible initiatives using our GiveBack program;
- Invest up to \$1000 per employee driven initiative on a dollar for dollar basis;
- Demonstrate WorkPac Group of Companies' Community Relations Policy to all employees and other stakeholders as appropriate;
- Recognise that each community is unique;
- Listen to community needs and expectations and seek regular feedback;
- Become an active member of the community through involvement in social, recreational, wellbeing, charitable and cultural initiatives;
- Seek to continually improve our standards of community relations involvement; and
- Review and revise our Community Relations Policy to maintain their relevance.

WorkPac is committed to maintaining our social licence to operate within the communities in which we are involved.

By acting on this policy, we create positive energy and make a meaningful contribution to the communities in which we operate and reach.

Signed:

Hamish Griffin
Chief Executive Officer
WorkPac Group of Companies
Date: 21st March 2022

