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## **Sustainable. Social Procurement Policy**

Callen Construction believes in making a positive impact on the communities in which we work. This Sustainable Procurement Policy supports our employees, suppliers, and subcontractors to be a part of this positive impact and to use the opportunities it provides to strengthen partnerships and trust with all parties in the supply chain.

Callen Constructions have a strong commitment to sustainability and social procurement practices including operating practices, environment, labour practices and human rights. We continue to develop, evolve and recognise that this remains a relatively new area for many of our suppliers. As such, we are committed to working with our subcontractors and suppliers to ensure their objectives meet or exceed those of Callen Constructions and our clients.

This policy focuses on three key matters in relation to our procurement activities:

- Environmental sustainability
- Social procurement
- Modern Slavery Act (2018)

### **Environmental Sustainability**

The company recognises the critical role it plays in ensuring sustainability goals, including those of our clients, are achieved. Callen Constructions commitment to sustainable construction and development is applied via the policies and targets set by the Callen Constructions Internal Management System, the key elements of which include working with clients and engineers to encourage sustainable building solutions, energy usage in construction including efficiency and renewable power sources, and construction waste minimisation and reuse.

### **Social Procurement**

Callen Constructions is committed to working with clients, supply chain partners, industry bodies and external organisations to identify opportunities to engage social enterprises and support the employment of local communities, people with disabilities and those people underrepresented in the workforce or from a disadvantaged background.

Sustainable social procurement is a process in which we can meet our needs for goods and services in a way that achieves and generates benefits for not only the company, but our clients, society, the economy, and the environment.

### **Modern Slavery Act (2018)**

Callen Constructions has a zero-tolerance approach to all forms of Modern Slavery such as forced labour, debt bondage, child labour and human trafficking within its supply chain. Callen Constructions recognises and is committed to its role to raise awareness of Modern Slavery risks, encourage, and influence action, and build competencies amongst participants in the construction value chain.

In order to be effective to this commitment, Callen Constructions will actively analyse and identify Modern Slavery risks in its supply chain, work with clients and engineers to reduce Modern Slavery risks in materials selection and work with suppliers towards outcomes that eliminate Modern Slavery in the construction supply chain.

Grant Callen  
Director