



MODERN SLAVERY STATEMENT

CALENDAR YEAR 2022

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Introduction

Although each Country, its States and Territories have the primary responsibility for respecting, promoting, and protecting human rights, the Universal Declaration of Human Rights requires each individual and body of society, including businesses, to promote their respect and effective recognition.

The increasingly documented presence of the so-called modern slavery practices in many industries and geographies have pressed international organizations to raise attention on human rights. In turn, governments have increased regulation and other stakeholders such as investors, customers and media have enlarged their scrutiny over companies' ability to prevent, mitigate or address human rights violations that may occur both in their direct and indirect operations, as well as to include the supply chain in their ethical, social, and environmental risk management systems.

Webuild, as a responsible global construction player, is aware of the challenge posed by human rights and is committed to implement and continuously improve actions and programs aimed at reducing risks of violation in its operations and supply chains.

Reporting entities

This Joint Modern Slavery Statement is pursuant to the Australia Modern Slavery Act 2018 (Cth)¹ and covers the calendar year ending 31 December 2022 (reporting period). It is made on behalf of Webuild S.p.A. and each of its fully consolidated subsidiaries.

In particular, the entities for which there is a disclosure obligation according to the Australia Modern Slavery Act 2018 (Cth) are Spark NEL DC Joint Venture and SLC Snowy Hydro Joint Venture.

The terms "Webuild" and "the Group" refer to Webuild S.p.A. and its fully consolidated subsidiaries.

Our structure, operations, and supply chain

Webuild is a global construction operator specialized in building large complex infrastructure for the sustainable mobility, hydropower, water, and green building sectors. Market leader in Italy and one of the main players on the international stage, the Group supports its customers in pursuing the United Nations' Sustainable Development Goals (SDGs).

Recognized for 5 years by Engineering News-Record (ENR) as the top contractor in the world in the water infrastructure sector (dams and hydropower plants, water treatment plants, desalination and wastewater hydraulic works and drinking water and irrigation water reservoirs), the Group is also a global leader in sustainable mobility (metros and railways, roads, motorways, bridges, ports, and sea works) as well as one of the top 10 contractors in the environment sector.

Webuild's Sustainability Strategy is embedded in the Group's business model and strategy and is underpinned by two key pillars: its contribution to global challenges and its unceasing commitment to acting responsibly.

¹ The contents of this Statement are also pursuant to the recommended reporting criteria of the UK Modern Slavery Act 2015, although neither Webuild S.p.A. or any of its subsidiaries are required to comply with it, so far.

We contribute to progress towards the SDGs

through:

our core business

We assist our clients with issues such as sustainable mobility, water, hydropower and green buildings. We build infrastructure that contributes to communities' development and well-being.

our business practices

We contribute to the economic and social development of the areas in which we operate, guaranteeing the well-being of individuals and respect for the environment.



Pillar 1:
Contribute to global challenges

Pillar 2:
Act responsibly

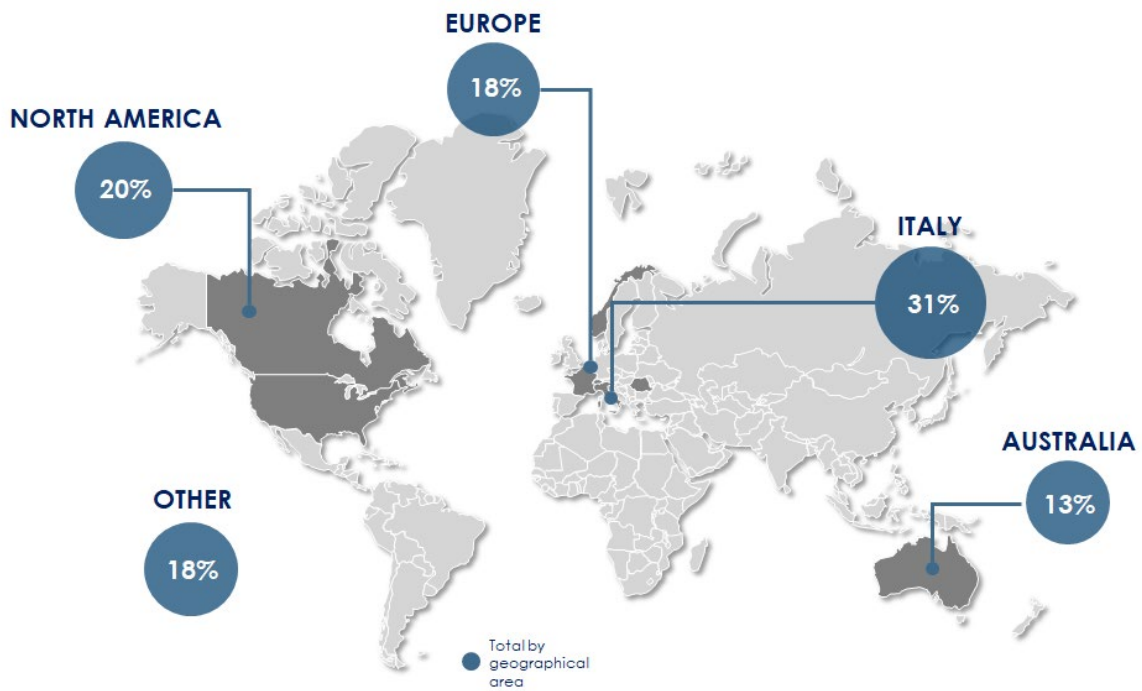
The Sustainability Strategy allows Webuild to pursue 11 of the key Sustainable Development Goals (SDGs) defined by the United Nations.

Structure

Webuild S.p.A. is listed on the Italian Stock Exchange market. It is the holding company of a Group comprising a range of entities² operating in about 50 countries, concentrating its activities in Italy, Europe, North America, and Australia.

2022 revenue by geographical area

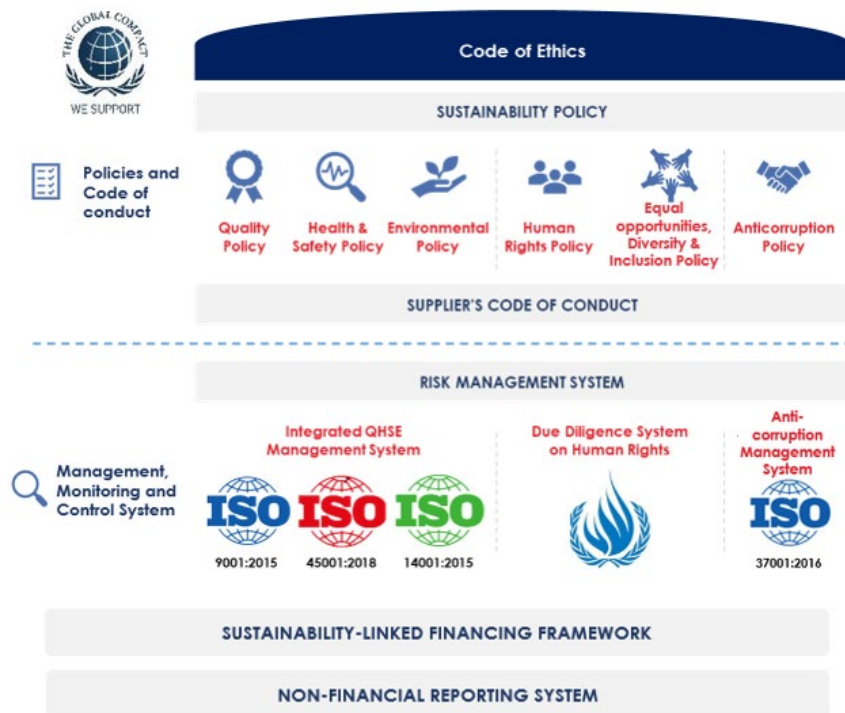
² For further details please refer to 2022 Annual Report available on <https://www.webuildgroup.com/en/investor-relations/financial-results/reports>



The Group continues to prioritise sustainability, focusing on infrastructure for sustainable mobility and climate change. It successfully placed a new sustainability-linked bond issue of €400 million in the first quarter of the year, demonstrating its commitment to fully integrate sustainability into its business and financial strategies. The new issue is linked to achievement of a 50% reduction in the Group’s carbon intensity emissions (scope 1 & 2) by 2025, thus contributing to progress towards the United Nations SDGs. The issue was oversubscribed by more than 2.2 times for orders received of approximately €900 million, with significant interest from Italian and international investors.

The Company has an organizational and management model based on a system of principles (Code of Ethics and Policies) and management and control tools (risk management, models, procedures, and controls) designed to supervise significant financial and non-financial topics in line with the regulations applicable in the countries where it operates, standard principles and international guidelines.

Webuild is a signatory of the UN’s Global Compact, the largest global sustainability initiative that requires companies to align their operations and strategies with ten universally recognized principles on human rights, labour practices, the environment and anti-corruption.



The Group has defined an ESG (Environmental, Social, Governance) plan for the 2021-2023 period focused on three strategic areas: Environmental, Safety & Inclusion and Innovation. Webuild has identified several projects and specific targets to be pursued over the plan period for each priority. The ESG Plan is available on the company's [website](#).

Operations

Webuild has a privileged position in the infrastructure sector as it is one of the few global operators with a strongly SDG-oriented core business directed towards the development and building of infrastructure that directly contributes to the achievement of the SDGs and transition to a low-carbon economy.



Sustainable Mobility

- Metros
- Railways
- Roads and motorways
- Bridges and viaducts
- Ports and sea works



Clean Hydro Energy

- Hydropower plants
- Pumped storage



Clean Water

- Drinking water and desalination plants
- Wastewater management plants
- Hydraulic projects
- Drinking water and irrigation water reservoirs

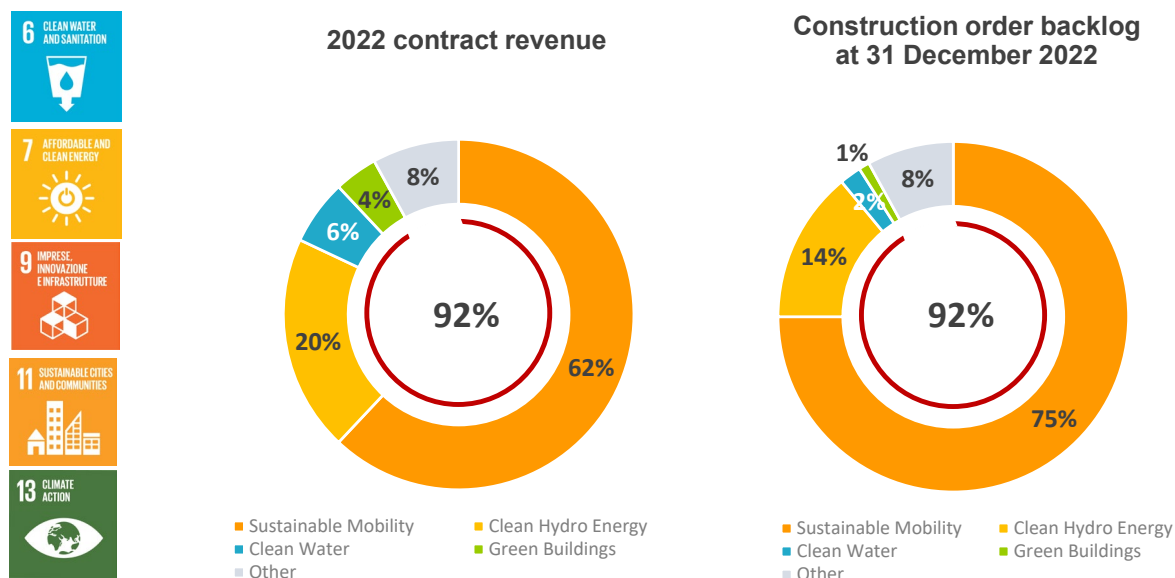


Green Buildings

- Civil and industrial buildings
- Airports
- Stadiums
- Hospitals

At 31 December 2022, the Group has an order backlog of €53.4 billion (including approximately €44 billion for construction contracts) and revenue of €8.2 billion. 92% of the construction backlog is tied to achievement of the SDGs.

The majority of the Group's projects are eligible under the EU taxonomy for sustainable economic activities as they make a significant contribution to mitigation and/or adaptation to climate change. Specifically, its railway, metro, light rail, hydropower and water projects in general, along with some high-performance buildings and certain road projects contribute to mitigation of climate change (i.e., the reduction of GHG emissions) while hydraulic projects mostly contribute to the adaptation to climate change (i.e., the reduction of infrastructure's vulnerability to climate change effects)³.



Ongoing or completed projects of 2022 in the sustainable mobility sector accounted for 62% of contract revenue and 75% of the construction order backlog.

Ongoing clean hydro energy projects contributed 20% to contract revenue and make up 14% of the construction order backlog.

Completed or ongoing clean water projects made up 6% of contract revenue and 2% of the construction order backlog in 2022, while green building projects accounted for 4% of contract revenue and 1% of the construction order backlog.

Webuild considers innovation essential for its long-term sustainable growth in an era of technological and environmental challenges. Innovation is key to be competitive in terms of:

- core and staff process efficiency for improved performance efficiencies (timing and costs);
- social and environmental performance thanks to less work-related incidents and a smaller impact on the environment and the communities affected by its operations;
- quality construction services that meet clients' needs;
- reduction of construction lead times;
- expansion into new business sectors.

Webuild's track record of thousands of works successfully built around the world testifies to its high level of expertise. The Group considers investments in employee upskilling and training and innovation as the main levers in its long-term sustainable growth.

³ For more information please refer to 2021 Annual Report ("Climate change" section of the 2022 Consolidated Non-financial Statement) available on <https://www.webuildgroup.com/en/investor-relations/financial-results/reports>.

Indeed, the HR strategy and policy focus on core values such as knowledge, skills and competences, as well as on the fundamental principles of integrity, diversity and inclusion, health and safety.

To nurture people development and innovation, in 2022 Webuild continued to cultivate strategic relationships with many universities in Italy and abroad (especially Australia and USA).

Partnerships with Australian universities

In 2022, the Group continued to partner with the University of Technology (UTS) in Sydney. The recipients of the 2022 Australia Tomorrow's Builders Scholarships were identified while the "Women in Engineering and IT" programme was renewed to promote women engineers' academic and professional training.

Webuild will continue its partnership with UTS in 2023, supporting the "Women in Engineering & IT" programme and minority groups through scholarships in engineering and construction courses.

The University of Melbourne in the state of Victoria renewed the two scholarships funded by Webuild for a male student who received the "Webuild Master of Engineering Scholarship" and a female engineering student who was awarded the "Webuild Women into Engineering Pathway Scholarship".

During the year, Webuild entered into a partnership with the University of Queensland to fund two scholarships for First Nations engineering students, reflecting how important it is to the Group to develop the young talents in the areas where it operates. The first recipients will start their courses in 2023. This partnership speaks to the importance to the Group of inclusion and diversity as guiding tenets, helping to affirm Webuild as a Diversity Employer. Webuild will also participate in the 2023 Innovation Challenges, contributing to stimulate the creativity of engineering students and the development of new sustainability options.

At 31 December 2022, the Group's workforce was as follows:

Workforce 2021 by region	Direct personnel	Total workforce
Africa	11,679	12,716
Europe	6,380	21,694
Americas	7,657	22,422
Asia and Oceania	10,278	18,682
Total	35,994	75,514

With respect to direct personnel, blue collar worker accounted for 71.4% of employees, while white collar worker and managers accounted for about 27.3% and 1.3% respectively.

The creation of jobs by the Group in the countries where it operates is important as it enables local personnel to improve their skills and expertise and to generate additional wealth for the economy. On average, 89% of direct employees were hired locally.

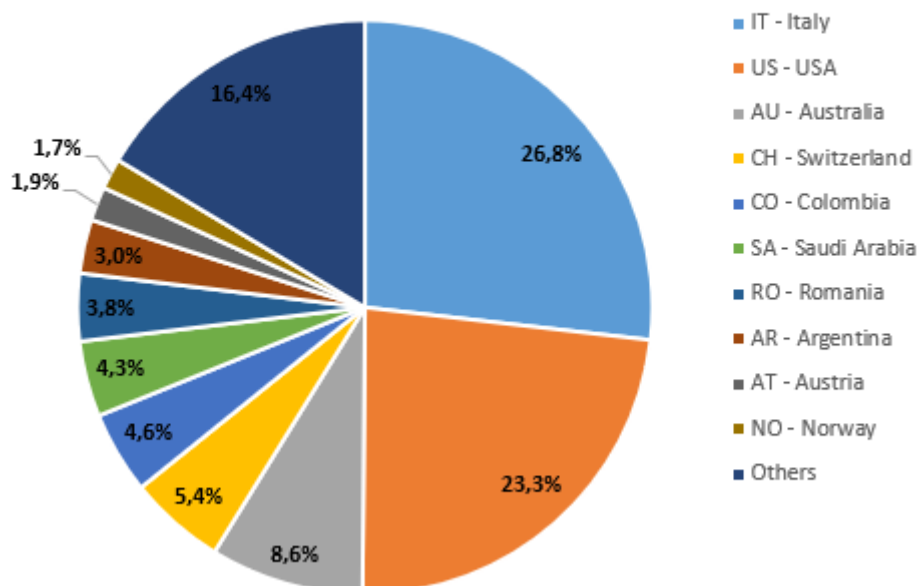
Supply chains

Each year, Webuild works with thousands of suppliers both for its contracts and internal requirements. As defined in its Code of Ethics, its conduct is hinged on principles of correctness and transparency, selecting its suppliers' using principles of fairness and impartiality.

In 2022, the Group worked with around 17.5 thousand Tier 1 suppliers from around 80 countries. The main supply categories related to subcontracts, materials, machinery and equipment and services.

Around two-third of such suppliers came from just four countries: Italy, USA, Australia, and Switzerland.

Suppliers by country



Purchases from suppliers resident in the countries where the Group operates are the main trigger to developing ancillary industries (which is a direct contributor to GDP, public revenue and disposable income). In 2022, the Group maintained a strong relationship with its local supply chain, with roughly 94% of its expenditure made with local suppliers.

Modern slavery risks in our operations and supply chains

Webuild has implemented a due diligence process in line with the UN Guiding principles for business and human rights, which entailed mapping the potential impact on human rights of the Group's operations and supply chains.

The main risks identified according to the Modern Slavery Act 2018 (Cth) are summarized below.

With respect to forced or compulsory labour, the main risks are linked to the hiring of migrant workers, mainly in certain states of the Persian Gulf (Saudi Arabia and the United Arab Emirates) where the local labour force is insufficient and/or inadequate for the Group's needs. Specifically, two main risk factors have been identified:

- use of recruitment agencies that may adopt incorrect practices, such as obliging the workers to pay recruitment fees (when hired), employment fees (throughout their employment) and cash deposits which are forms of debt (debt bondage);
- labour conditions that may limit the migrant workers' freedom of movement which are in some cases allowed or facilitated by local regulations, such as the ban on leaving their accommodation outside work hours, limitations on holiday arrangements, resignations, and changes of employer.

As regards the risk of violating the freedom of association and collective bargaining, it occurs mainly in the states of the Persian Gulf where these rights are restricted by law.

With respect to child labour, the potential risk of hiring people under the minimum working age established by the applicable local regulations is minimal as is the risk that workers who are above the legal minimum but are less than 18 years old may be hired.

Finally, the Group may potentially be exposed to the risk that discrimination against an individual employee or specific categories of employees may take place in the workplace.

Such risks could occur both in the Group's direct operations and supply chains. They are assessed, mitigated, and monitored as described in the next paragraphs.

Actions taken to address our modern slavery risks

Webuild is committed to ensuring respect for the human rights enshrined in the International Charter of Human Rights, the fundamental conventions of the International Labour Organisation, the UN Global Compact, the UN Guiding principles on business and human rights and the OECD guidelines for multinational enterprises.

Internal policies

The Group's commitment towards human rights is clearly expressed in a full set of internal policies, which include:

- Code of Ethics
- Sustainability Policy
- Human Rights Policy
- Equal opportunities, diversity and inclusion Policy
- Suppliers' Code of Conduct

The principles stipulated in such policies, that everyone who works with Webuild around the world is required to comply with, cover health and safety, child labour, forced labour, freedom of association and collective bargaining, non-discrimination, diversity, and inclusion, working conditions, local communities and the rights of indigenous people, the value chain and whistleblowing systems.

The Group's main undertakings are described below.

Webuild does not tolerate any form of illegal, child labour or forced or compulsory labour. It protects the integrity of its employees, ensuring work conditions that respect the dignity of individuals and are fair and favourable. It offers equal opportunities based on fair and objective criteria. It does not accept any form of discrimination or damaging behaviour.

Webuild respects its employees' right to freedom of association and collective bargaining in accordance with the legislation applicable in the countries where they work. It does not discriminate against employees who join trade unions or workers' representatives.

Webuild encourages respect for human rights in its value chain through specific measures, such as screening systems, application of the Suppliers Code of Conduct and monitoring systems.

It makes whistleblowing systems available to workers and third parties, safeguarding whistle-blowers from any retaliatory action and guaranteeing their anonymity, when requested.

Trade unions agreement

In 2014, Webuild signed a framework agreement with the Italian national trade unions (Feneal-UIL, Filca-CISL and Fillea-CGIL) and the international trade union for the construction sector (BWI – Building and Wood Workers' International) to jointly affirm and encourage respect for compliance with the basic principles and rights in employment relationships, encourage social justice and sustainable development by both itself and the consortia of which it is a member and vis-à-vis its contractors, subcontractors and suppliers.

The framework agreement covers child labour, forced or compulsory labour, the freedom of association and collective bargaining, non-discrimination, work hours, economic treatment, work conditions, specialised training, the environment, welfare, and employment relationships.

Mapping of direct and subcontracted operations

Within its due diligence process⁴, Webuild has mapped the potential impact on human rights of the Group's operations with regards to both direct and subcontracted works.

Accordingly, the Company analysed:

- human rights enshrined in the international law instruments applicable to the Group;
- parties potentially at risk;
- internal processes.

The key takeaway of this analysis was the drafting of a Human Rights Impact Matrix, which the Group then used to measure the risks and prioritize the human rights relevant to it.

The Group regularly performs a human rights risk assessment to analyse the risks specific to each in-scope operating entity generated by its direct and subcontracted activities. The risk assessment method has been adapted to accommodate the Company's existing project risk assessment tools.

This assessment firstly considers specific indicators to define each entity's country risk⁵, as its geographical context (the many country-specific conditions, such as regulations, practices, etc.) is a key factor when considering human rights and the correct identification of priority areas. Therefore, where country risk is other than "low", the Company analyses the risks specific to each entity and the mitigation measures adopted.

According to the most recent assessment performed at the end of 2021, considering all the operating entities assessed, roughly one third of their total workforce (direct and indirect) is deployed in countries with a "very low" to "medium low" risk (e.g., Italy, Norway, the US and Australia), while the other approximate two thirds work in "medium" or "medium high" risk countries (e.g., Ethiopia, Tajikistan, Saudi Arabia and Colombia). With respect to the latter, most of the workforce is engaged in working on six large projects that have been underway for several years. As a result, the Group has a very good understanding and oversight of the local situation, and any potential issues are duly managed and monitored through well-established operating procedures and control systems. Moreover, Webuild does not operate in countries considered to be "high" or "very high" risk with respect to human rights.

The Group's commercial strategy is designed to mitigate country risk. In fact, more than 74% of its current order backlog is based in low-risk countries such as the EU member states (mainly Italy), North America and Oceania. In addition, nearly all the new orders of 2022 were acquired in the same areas.

Operational practices

In addition to the development of specific policies and codes (as described above), the Company has also issued internal guidelines for its operating units for the correct management of the activities at risk. These guidelines provide for management and monitoring of human rights and specific reports to be sent to its Corporate.

The main operational practices for managing the identified risks are summarized below.

With reference to the risk of forced or compulsory labour, the Group ensures that candidates for work in the countries at risk (see previous section for details) are provided with exhaustive information about the contractual terms and work conditions in a language that they understand before they leave their country of origin. In addition, the Group fully bears the costs of recruitment, travel, visas, medical visits, etc.. Migrant workers are guaranteed the possibility to change jobs and to leave their destination country without prejudice to the possible notice obligation imposed by the applicable legislation, visa requirements and employment contracts. No workers are deprived of their identity documents unless this has been authorised by them and solely for their safekeeping. The Group requires the recruitment agencies to comply with these principles through specific contractual clauses and non-compliance entails termination of the contracts.

⁴ I.e. the process to identify, prevent, mitigate and account for how an organization addresses its modern slavery risks

⁵ Specifically, as recommended by the principal regulations on human rights (e.g., Australia Modern Slavery Act), the Company referred to the most recent Vulnerability measures and the Government Responses supplied by Global Slavery Index (www.globalslaveryindex.org).

With respect to the freedom of association and collective bargaining, the Group ensures its employees have access to “alternative systems” for dialogue, which include worker committees, committees set up in the camps and complaint management procedures (grievance mechanisms). Webuild ensures open communications with the workers and management’s availability to discuss any issues that may arise with individual employees.

As regards potential child labour risk, irrespective of the local regulations, the Group only agrees employment contracts with people who are 18 years old. In countries where the presence of false identity documents is rife (e.g., some African countries), the Group has special procedures in place to check the authenticity of the documents, either identification documents or driving licences, assisted by the local authorities.

The Group enters into employment contracts with its employees that comply with the applicable local regulations, the principles of the framework agreement signed with BWI and those in any agreements signed with the local trade unions with respect to work conditions, work hours, economic treatment and employment relationships.

The Company’s HR management procedures do not allow a different treatment of employees based on their gender, origin, religion, age, political beliefs, sexual orientation, disability or other characteristics protected by the regulations ruling in the countries where the Group operates during the entire HR management procedure (recruitment, induction, training, assessments and termination of employment).

The Group’s intention is to ensure scrupulous compliance with the applicable regulations in each country to mitigate the risk of non-compliance and, where possible, provide conditions that are better than those envisaged by the local regulations.

Mapping of supply chains

In addition to the above-mentioned activities directed to address potential risks in the Group’s direct and subcontracted activities, Webuild’s due diligence process covers potential risks in other parts of its supply chains, such as the purchase of goods and services through a dedicated mapping methodology duly developed by the Group.

With respect to the supply chain’s general risk profile⁶:

- over 80% of the Group’s suppliers are based in countries with risks that are either “very low” or “low”;
- none of the assessed suppliers are based in countries classified as “very high” risk and only 0.03% are based in “high” risk countries;
- no commodities at risk were purchased from significant⁷ suppliers during the year.

Selection, onboarding, and monitoring of suppliers

Webuild selects its suppliers using principles of fairness and impartiality and selection criteria which involve checking their systems of quality management, technical/professional qualifications, compliance with standards about human rights, labour regulations, including equal opportunities, health, safety, and environmental management as well as prices.

The supplier qualification procedure is an important part of the procurement process. Its aim is to assess whether the potential supplier meets the Company’s criteria so that it can be included in the Vendor List. This qualification procedure also ensures that the Group’s requirements are met for all goods categories and in all relevant geographical areas.

After preliminary checks on potential suppliers’ reputation, expertise and inclusion in the Sanction Lists, the significant suppliers are required to fill in a questionnaire to provide information about various aspects such as: business and production category, organization and shareholder structure, financial reporting, registration and certifications, quality,

⁶ Once again, the information is taken from the assessment performed at the end of 2021. The Company referred to the Global Slavery Index to measure country risk and the lists of the U.S. Department of Labor’s Bureau of International Labor Affairs to evaluate commodity risk.

⁷ A significant supplier is a supplier with contracts over €250 thousand. Below this threshold, the only purchases of commodities that could be considered risky were the purchases of work clothes, foodstuffs, and raw materials (such as crushed stone and sand), equal to 0.04% of total purchases.

the environment and safety, social responsibility (including human rights), specific information about their goods categories (when available).

Based on these questionnaires, the Group's Procurement Department may proceed with specific risk/analyses and detailed checks, which can include assessment visits to the supplier's production units and offices. Other company departments, such as the Technical Services and Safety, Environment and Systems Departments, may also participate in the visits which are designed to assess the supplier's technical and operating capabilities with special regard to the products and services of interest to the Group. They also investigate those aspects that could affect the potential partner's ability to comply with its contractual commitments. Risk treatment plans may be considered should the assessment identify any significant technical, operational, delivery, quality or health and safety risk by use of a preferred or nominated supplier.

Upon completion of the checks, suppliers found to be suitable for qualification are included in the suppliers register and the reference Vendor List.

Contracts with suppliers include provisions requiring them to comply with the applicable regulations, the Code of Ethics, the Suppliers Code of Conduct, the Anti-corruption Model as well as quality, health and safety and environment requirements.

Specifically, the Suppliers Code of Conduct is a handy reference tool and guide which defines the principles the Group's suppliers and subcontractors must comply with in 11 well-defined areas (quality and performance excellence, occupational health and safety, the environment, fair and non-discriminatory employment conditions, equal opportunities and non-discrimination, local communities, anti-corruption and combating fraud, the correct management of cash flows, unfair competition, conflicts of interest and privacy) as well as the procedures for the oversight of these principles and management of any notifications of non-compliance. The contracts have specific termination clauses if the suppliers do not comply therewith.

Once the contract has been signed and is effective, the Company monitors the performance of its key suppliers using a special assessment process, involving the head office's Procurement Department and the contract managers. It assesses suppliers at 50%, 75% and 95% of contract amount. In 2022, these assessments involved more than 20 construction projects selected for their financial relevance. They covered nearly all the suppliers of the analysed projects (response rate of above 95%) included in the assessment scope, showing average performances (measured using the IVR vendor rating index) of above 88/100, confirming the high quality of the Group's supply base.

The assessment process is mirrored by the on-site monitoring of projects by the local QEHS Departments, which mainly cover subcontractors and is designed to check that their activities comply with the Company's quality standards and applicable requirements for the environment, health, and safety. Specifically, the local QEHS Departments regularly audit the subcontractors. Any non-compliance is managed in accordance with the management system procedures and includes the agreement of monitoring and close-out of risk treatment plans, improvement plans and follow-up checks to ensure that they are implemented.

Involvement of the subcontractors in these issues also takes the form of regular coordination meetings and the participation of their employees in classroom and on-site QEHS training courses (266,347 hours in 2022).

Whistleblowing and grievance systems

All relevant persons (direct employees, suppliers' employees, local communities, etc.) may use the Group's whistleblowing system for human right notifications. Such system can be accessed through an external web portal, allowing anyone to make anonymous or confidential (at their own discretion) notifications about potential violations while being protected against any form of reprisal, discrimination, or unfair treatment. Starting from 2020, access to the system has been extended with the creation of sections dedicated to companies and joint ventures led by Webuild.

In addition, in project sites where ICT channels are difficult to access, the Group has introduced alternative systems such as dedicated telephone numbers and/or personnel (grievance officers), post boxes for the receipt of reports, etc.

Awareness and training

As part of its push to inform and raise employee awareness of the human rights issues most relevant to the Group, in April 2020 Webuild released an e-learning program available to all employees with access to the Group's intranet through the E-learning Academy. The course is mandatory for new hires. As on 31 December 2022, roughly 70% of Webuild corporate employees completed it as well as other personnel working at the Group's work sites.

Furthermore, Webuild has several training initiatives on topics closely related to human rights, such as Code of Ethics, Inclusion and Diversity, Anti-corruption, and Health, Safety and Environment.

Assessing the effectiveness of our actions

We defined two main approaches to determine the effectiveness of our efforts in tackling modern slavery, through prevention and responsiveness.

Prevention activities include regular update of human rights risk assessment for both operations and supply chains, as well as data monitoring through our sustainability reporting system active in all significant operating units, which include specific KPIs on potential breach of human rights.

Response activities include actions to give appropriate answers to concerns raised through the whistleblowing platform or the grievance mechanisms in place at sites, as well as regular review and update of our policies and procedures. In 2022, the Company received 13 notifications through its whistleblowing system, two of which were related to potential violations of our human rights policies and procedures. One of the two reports was analysed and considered groundless, so the investigation was not pursued further; the second report, instead, was sufficiently supported, so the investigation proceeded. However, the in-depth activities led to the exclusion of any violations.

Webuild also engages with third parties on human rights, such as industry experts, peers, investors, ESG analysts and NGOs. In such respect, for instance, in the reporting period the Group continued to give detailed feedback to the requests received from Business and Human Rights Resource Centre (BHRRRC).

Other relevant information

Response to COVID-19

During 2022, governments started to lift the restrictions adopted to contain the Covid-19 emergency, thanks in part to the progress made in rolling out the vaccination campaign.

With respect to Covid-19 infections in the third year of the pandemic, Webuild continued to maintain awareness high by monitoring the trend of infections and adopting Anti-contagion Security Protocols.

At the date of preparation of this report, none of the work sites had any critical issues arising from the pandemic. The Group's priorities continue to be protecting the health of its employees and partners, ensuring business continuity and mitigating the financial impact of the pandemic.

There was a gradual return to the office after the restrictions imposed to deal with the Covid-19 emergency in previous years. Webuild's approach to this "new normal" was to consolidate the experience acquired in using digital tools, which have now entered the daily life of the new generations in a disruptive and essential way while concurrently promoting as much as possible in-person participation at physical events to engage face-to-face with young talents and close the gap.

The gradual winding back of the measures adopted to curb the spread of Covid-19 made it possible to increase training, meetings and information on safety activities, which are fundamental to preventing injuries. The greater mobility of resources also meant resuming support, assessment and audit activities at worksites, which contributed to reducing the number of injuries.

Next steps


Webuild recognizes that tackling modern slavery practices requires continuous commitment and dedication. Our priorities for 2023 include:

- Continue promoting awareness and knowledge on human rights through information initiatives and training programmes;
- Updating the human rights risk assessment for both our operations and supply chains;
- Improving the monitoring systems on the effectiveness of actions and measures to address human rights risks
- Continue implementing the Group's ethics Policies and Procedures in all new projects and relevant entities .

Consultation and approval process

This Statement has been prepared by Webuild S.p.A. based on data and information referring to or directly provided by its operating units or subsidiaries for calendar year 2022. With reference to the Australian entities Spark NEL DC Joint Venture and SLC Snowy Hydro Joint Venture, Webuild S.p.A. specifically engaged with and consulted their management representatives.

This Statement was reviewed by the Control, Risk and Sustainability Committee, approved by the Board of Directors of Webuild S.p.A. - which has governance over its fully-consolidated subsidiaries – and signed by Pietro Salini in his role of Chief Executive Officer of Webuild S.p.A.


Pietro Salini
Chief Executive Officer
Webuild S.p.A.
23 June 2023