

# John Laing

## Human Rights Policy

John Laing will support fundamental Human Rights in accordance with the Universal Declaration of Human Rights. We will act in such a way to minimise negative impacts on all basic human constitutional rights.

### Objectives

It is our objective to:-

- Respect and comply with employment law in every country in which we operate
- Prohibit physical punishment and abuse
- Take due cognisance of the impact our projects may have on the lives of those in communities where we operate
- Include human rights issues in our risk assessments
- Investigate alleged human rights contraventions on any of the projects in which we invest in and develop response plans accordingly
- Not countenance the employment of children below the legal age within our direct employment or our supply chain
- Engage our supply chain in order that they respect this policy's principles and align their own policies and working practices with it.

### Commitment

We are committed to:-

- Maintaining and enhancing the human dignity of each of our staff members and of our stakeholders
- Communicating this policy to all our stakeholders
- Keeping abreast of human rights issues in our operations, acknowledging that this is a dynamic process
- Setting good examples in all the countries we choose to work in.



Olivier Brousse  
Chief Executive

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**John Laing**  
making infrastructure happen