



COMPETITION LAW COMPLIANCE POLICY

This document outlines the Downer policy for compliance with competition laws in Australia and New Zealand and applies to the Downer Group, hereafter referred to as Downer.

Downer is committed to complying with the law in each jurisdiction in which we operate.

Downer's size, the nature of Downer's business, and the significant role that competitive contracting processes have in the markets in which we operate, means that compliance with competition law requires particular attention.

OUR PURPOSE

Our purpose is to enable communities to thrive.

We believe that fair competition helps communities to thrive by promoting innovation and price competitiveness.

OUR PRINCIPLES

Downer is committed to complying with the law regarding fair competition including the *Competition and Consumer Act 2010* (Cth) and the *Commerce Act 1986* (N.Z.).

We will do this by:

- behaving honestly and with integrity when dealing with our competitors, suppliers and customers and in accordance with our Standards of Business Conduct;
- training our people so that they have the knowledge and tools they need to comply with competition law and are empowered to do so;
- embedding competition law compliance processes into our governance systems, regularly assessing their effectiveness, and adjusting them as required; and
- taking appropriate disciplinary or other action in respect of any contravention of law, or inappropriate conduct.

Any misconduct, or an inappropriate state of affairs or circumstances relating to Downer, including any known or suspected contravention of competition law must be reported in accordance with Downer's Business Integrity Policy.

Peter Tompkins
CEO and Managing Director
Downer Group