

Risk Management POLICY

As a business we will:

- Always act professionally, ethically and with integrity
- Encourage diversity and inclusion by promoting a positive team culture and work environment
- Seek to resolve differences through discussion and open communications
- Respect the privacy of our people, clients and stakeholders by managing sensitive information discretely and securely
- Ensure compliance with all laws and regulations
- Manage conflicts of interest soundly to ensure all parties are protected

Our people will lead by always:

- Demonstrating BlackCap's values and behaviours through our actions
- Providing and following lawful and reasonable directions
- Using company assets and systems lawfully, responsibly and only as authorised
- Avoiding actions or activities which may have negative impact on BlackCap's reputation

Two handwritten signatures in blue ink. The first signature is 'James Atkinson' and the second is 'Ashley Cooper'.

James Atkinson and Ashley Cooper
BlackCap Construction

18 December 2023