

STAKEHOLDER ENGAGEMENT POLICY

TasSpan Civil Contracting believes effective stakeholder engagement is paramount to our success and essential for maintaining a social license to operate.

Our commitment is to engage early, openly and authentically with our stakeholders to develop co-operative and mutually supportive relationships. Our stakeholders are identified as the groups and individuals who can influence or are impacted by our activities either directly or indirectly and include communities and our employees.

To achieve this, TasSpan will.

- Conduct our business with integrity and fairness.
- Identify our stakeholders and communicate in a relevant, inclusive, timely and responsive manner.
- Acknowledge stakeholder engagement is a key responsibility for all our employees and ensure its integration into daily operations by communicating this to them.
- Educate our workforce, contractors, business partners and services providers regarding cultural differences and diversity in the workplace.
- Build enduring community relationships that demonstrate mutual respect, proactive engagement, honesty and transparency.
- Assess our social performance through direct consultation with our neighbours and social partners.
- Meet and strive to exceed our obligations under legislative and regulatory guidelines and any agreements entered with the community, including our encouragement of business and contracting opportunities.
- Strive to provide mutually beneficial opportunities within our community.
- Manage external risks by understanding the impacts our operations can have on our stakeholders and promote effective working relationships through excellent communication.



Goutham Velmurugan

Director

09 October 2025