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Human Rights Policy

At **XL Construction**, respect for human rights is fundamental to the way we do business. Across our business activities and relationships, we strive to respect and contribute to promoting and protecting human rights.

We comply with all applicable national laws, and in cases where national laws or the regulatory framework conflicts with internationally recognized human rights, we will strive to determine smart solutions that balance applicable legal and other obligations with this Human Rights Policy and our practices. We expect these same commitments to be shared by our business partners, and we strongly encourage our business partners to share these same expectations when doing business with us and with their own suppliers and other business relationships.

The purpose of this Human Rights Policy is to define and facilitate consistency in how we address key human rights by providing guidance to our employees and business partners on the extent of our responsibilities and commitments as well as our expectations from them.

This policy statement should be read in conjunction with any other associated policy and/or statement, including our Procurement Policy and, as applicable, the Employee Handbook.