

Social Media Policy

This Policy aims to ensure that all personnel, contractors, and employees understand the Company's expectations in relation to the responsible use of both Company and personal Social Media in relation to Kramer Ausenco.

Kramer Ausenco utilises modern technologies and systems to continually improve and enhance the way we operate; however, we also recognise that the uptake and adaptation of rapidly evolving and broad technology systems requires proactive governance and management, particularly for the use of Social Media in relation to Kramer Ausenco, due to its broad audience, and as an uncontrolled or unofficial communication medium.

Social Media can be broadly considered as any website, application or device that enables users to create content and publish or participate in social networking.

Expected Use and Behaviour

At all times Kramer Ausenco personnel, contractors, and employees must be mindful of the expected and responsible behaviour, presentation, and representation in relation to Kramer Ausenco on Social Media.

The personal use of Social Media in any way related to or associated with Kramer Ausenco is to be in accordance with acceptable use provisions and guidelines of the Kramer Ausenco Business Standard for Social Media. The personal use of Social Media unrelated to Kramer Ausenco is not permitted on Company ICT systems and resources, or during normal business hours.

Any Social Media publication in direct relation to, or could be interpreted in an official or public relations capacity on behalf of Kramer Ausenco, its projects, clients, contractors, and employees, must be authorised by Kramer Ausenco Executive Management and relevant stakeholders in accordance with the Kramer Ausenco Business Standard for Social Media.

Consequences of Breaches or Misconduct

Due to the significance and potential implications to Kramer Ausenco, its clients and partners, all Kramer Ausenco personnel, contractors, employees, partners, and affiliates are expected to understand and comply with this Policy or seek guidance when unsure.

Compliance with this Policy is mandatory and if not adhered to, it may result in disciplinary action, including a warning, demotion, and dismissal, depending on the circumstances. This is in addition to any legal liabilities that may result from the misconduct.

Application & Responsibility

As an integral part of meeting the objectives of this policy, each responsible Country Manager shall be responsible for implementing this policy in each of our respective countries of operation.

The Executive Management Unit (EMU) will ensure the provision of standards and required expertise and support to achieve our goals in this policy.

The Chief Executive Officer is accountable to the Board of Directors for the implementation of Kramer Ausenco's Social Media Policy.

All Kramer Ausenco employees are responsible for their use and application of this Policy.



Frank Kramer
Chief Executive Officer

