



GENERATIVE ARTIFICIAL INTELLIGENCE POLICY

This document outlines the Downer policy for the use of Generative Artificial Intelligence (GenAI) and applies to the Downer Group (hereafter referred to as Downer).

Downer recognises the potential of AI to enhance productivity and decision-making. It is important to provide clear guidelines for the use of AI so that it is used safely and in compliance with the law and Downer's policies and procedures.

OUR PURPOSE

This policy sets out the overarching principles for Downer's procurement and use of GenAI.

Downer will only use GenAI:

- When it is the most appropriate technological solution when compared to alternative systems and where benefits clearly outweigh any risks.
- In a manner which safeguards against data quality risks and mitigates potential bias in line with our commitment to diversity, inclusion and equity.
- So that it is clear when and why GenAI is being used, how it operates and the outcomes it will generate.
- In compliance with legal requirements, including without limitation, intellectual property, privacy and data protection laws.
- So that functions, decisions or outputs are the subject of human review as appropriate to the specific risk profile of the solution.
- In compliance with Downer's policies and procedures including cyber security requirements.
- Where the procurement has been approved in accordance with Downer's governance framework and delegations of authority.

This policy and the use of GenAI will be monitored and reviewed to reflect technological advancements and evolving organisational needs.

Breaches or suspected breaches of this policy must be reported immediately via itsecuritygroup@downergroup.com.

Peter Tompkins
CEO and Managing Director
Downer Group