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14 February 2022

## CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2020-21 reporting period.

1. Colas Australia Group Pty Ltd (ABN: 11000388161)
2. Sami Bitumen Technologies Pty Ltd (ABN: 52001089416)
3. Colas Queensland Pty Ltd (ABN: 91169872208)
4. Colas Solutions Pty Ltd (ABN: 40116254310)
5. Colas Western Australia Pty Ltd (ABN: 99073445324)
6. Colas New South Wales Pty Ltd (ABN: 16064662148)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.

A handwritten signature in black ink that reads "Mary Wooldridge".

Mary Wooldridge  
Director