

# HUMAN RIGHTS POLICY STATEMENT

## THE CONTOURGLOBAL COMMITMENT

Respecting human rights is a core value at ContourGlobal and we are committed to protecting and advancing human rights wherever we operate. Our commitment extends to every ContourGlobal employee, and those working at our businesses, and we seek partners that conduct business consistent with this policy.

We adhere to international standards in all places where we operate and our policies, management processes, and social investments support our human rights values and commitments.

Through our commitment to the United Nations Global Compact, we aim to contribute to positive impacts on the following material Sustainable Development Goals (SDG): Affordable & Clean Energy (SDG #7); Decent work and economic growth (SDG #8); Responsible Consumption and Production (SDG #12); and Climate Action (SDG #13)

In addition to the United Nations SDGs, to its Principles and Declarations on Human Rights, our approach to respecting human rights is guided also by International Labor Organization's Declarations, by OECD guidelines and by ContourGlobal's voluntary principles and governance framework.

## POLICY STATEMENT

ContourGlobal abides by human rights laws and regulations and regularly assesses human rights risks, opportunities and impacts. We provide access to independent grievance mechanisms when human rights concerns are raised. We investigate human rights violation allegations and take actions when violations have occurred. We report transparently on our progress, seeking to continuously improve at all times. By implementing these measures, we aim to create an environment where human rights are consistently respected and upheld.

Further details can be found on our website, <http://www.contourglobal.com>.

## EMPLOYEES

We are dedicated to embedding a culture of respect for human rights throughout our global operations and in our interactions with business partners and suppliers. Our approach includes awareness raising and training to ensure all employees and stakeholders understand their responsibilities.

## FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOUR

We maintain the highest ethical standards and do not tolerate the use of forced labor, modern slavery, or child labor in any part of our operations or supply chain. We foster an inclusive and equitable workplace where every individual is valued.

## WORKPLACE CULTURE

We actively promote diversity and strive to represent historically under-represented groups, including women. Our policies require that no one is discriminated based on race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status unrelated to job performance. We prioritize employee wellness and adhere to labor standards, while integrating diversity and inclusion into our sustainability assessments and practices.

**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

We respect internationally recognized human rights by ensuring safe working conditions, freedom of association, freedom of speech, collective bargaining, reasonable working hours, fair wages and benefits, peaceful assembly, equal opportunity, and freedom from discrimination, in alignment with the ILO Declaration on Fundamental Principles and Rights at Work.

**HEALTH, SAFETY AND SECURITY**

We prioritize the health and safety of our employees and aim for zero harm by maintaining a safe workplace that complies with all relevant health and safety laws, regulations, and internal standards. We protect our employees by ensuring a secure work environment, providing appropriate equipment, and offering training and mentoring. We properly secure our sites to protect the community and our assets.

**CORRUPTION AND BRIBERY**

We do not engage in any forms of bribery or extortion and do not seek to gain any competitive advantage through improper business practices. We exercise the highest standards of transparency and integrity.

**SUPPLIERS**

We expect our suppliers to conduct business in a manner that respects human rights, promotes responsible sourcing, and is consistent with ContourGlobal policies and standards. We proactively report any human rights violations and work with our suppliers to reinforce awareness of human rights.

**COMMUNITY AND STAKEHOLDER ENGAGEMENT**

We recognize the crucial role of transparent and honest communication with our stakeholders. We are committed to engaging in open and constructive dialogue, fostering relationships built on trust and mutual respect. We are committed to engaging with our stakeholders to promote awareness of, and respect for, human rights.

**INDIGENOUS PEOPLES**

We are committed to respecting the collective and customary rights of Indigenous Peoples who may be directly affected by our operations or present in the area of influence. We will seek to obtain their free, prior, and informed consent, before initiating new development at our sites of operation and throughout the entire lifecycle of the project, ensuring ongoing consultation and respect for their rights.

**ENVIRONMENT**

We acknowledge that a safe, clean, healthy, and sustainable environment is essential for the full enjoyment of human rights, including the rights to life, health, food, water, and sanitation. We strive for continuous improvement in our environmental performance and reducing potential environmental impacts associated with our operations.