



impacted by our operations. We respect land ownership and interests established by law and/or recognized customs and the right to adequate housing for those impacted by physical displacement. We also respect cultural heritage established by law and/or recognized customs. We work to maximize the benefits and reduce the negative impacts of our activities on affected communities.

- **Indigenous Peoples:** We respect Indigenous peoples' connections to lands and waters, and uphold the UN Declaration on the Rights of Indigenous Peoples.
- **Environmental Rights:** We recognize the right to an adequate environment, including access to information and the right to a participatory process and decision making regarding environmental matters. As a first step we avoid and minimize environmental impacts when technically and financially feasible and we incorporate mitigation measures in the design phases of our projects. We compensate adequately for environmental impacts and restore sites and ecosystems adequately.
- **Labour and Supply Chain:** We recognize the rights of workers to a safe occupational health and safe environment, the rights of migrant workers', adequate working conditions including hiring, firing, promotion and remuneration, employment due process, fair and equal treatment, an environment free from harassment and the rights to freedom of association. This commitment extends to our supply chain. We reject all types of discrimination, including gender discrimination, and promote an inclusive and diversified approach to hiring and promotion.
- **Child, Forced Labour and Modern Slavery:** We respect minimum age standards in hiring practices according to local laws. We avoid hiring workers into bonded labour relationships including salary advances or loans, we do not withhold wages or benefits in an attempt to coerce favours or additional work from employees. All work is freely chosen, without the use of forced or compulsory labour. Termination of contracts are communicated to workers, and all salary and benefits are paid, in compliance with local regulations.
- **Security and Conflict:** We provide awareness to our security contractors regarding human rights and appropriate behaviour with our partners and stakeholders. We undertake due diligence of our security contractors prior to contract award. We encourage communication, peaceful conflict resolution, and consensus building in our dealings with partners and stakeholders. We enforce strict controls on the use of force and limit the use of firearms on our sites as far as possible.
- **Anti-Corruption:** We believe in taking an active stand against bribery and money laundering. We behave with integrity and ethically when conducting business with our partners and stakeholders.

## **5. Distribution**

This document is available on the company website, incorporated in selected standard terms and conditions of business, and may be reviewed by company executives, management, employees, contractors and subcontractors. This policy will be reviewed regularly and updated to meet the requirements of partners and stakeholders.

## **6. Entry into Force**

This version of the Policy enters into force and is effective on and from 31 May 2021.