

HUMAN RIGHTS POLICY STATEMENT



Introduction

Assala Energy UK Limited, Assala Gabon SA and their affiliates (collectively "Assala") are committed to respecting human rights and combating all forms of modern slavery.

Human rights are the basic rights and freedoms that belong to every person in the world as embodied in the United Nations Declaration of Human Rights. While governments have the principal role in protecting human rights, Assala believes that we have a role to play as well.

Human rights are reflected in Assala's Code of Conduct. We recognise our responsibility to work collaboratively with our employees, suppliers, communities, and external stakeholders to respect human rights and reduce the risks of modern slavery in our operations and supply chain.

Assala is committed to doing our part to support the United Nations Sustainable Development Goals and therefore, we integrate human rights considerations and environmental best practices into our policies and strategy for sustainable development, including safe and responsible operations, equality and inclusion in our workforce, direct engagement with local communities, preservation of biodiversity, and proactively working to mitigate the risks associated with climate change. The areas where we operate are rich in biodiversity, so we want to ensure that our operations have a positive impact on the people and environment around us. We continue to strive to earn and retain the trust of not just our workforce and the communities where we work, but of all our stakeholders.

Purpose

The purpose of this policy is to ensure a common understanding of Assala's objectives and commitments to human rights.

Scope

This policy applies to Assala directors and employees.

Assala expects that all contractors and suppliers providing services to Assala, along with our partners and customers, share our commitment to respecting human rights and apply equivalent principles to those set out in this policy.

Policy

Assala commits to the following:

- **Human Rights and Dignity** - Conducting business in a manner that respects the human rights and dignity of all people, in compliance with the applicable laws.
- **No Modern Slavery** - Taking measures to ensure that our operations and supply chain are free from human trafficking, forced, abusive, involuntary, and illegal labour in carrying out activities.
- **Laws and Conventions** - Respecting internationally recognised human rights as set out in the United Nations Universal Declaration of Human Rights, the United Nations Sustainable Development Goals, the Voluntary Principles for Human Rights, and the core labour standards recognised by the International Labour Organisation.
- **Equality, Diversity and Inclusion** - Promoting a merit-based work environment that respects individual freedom and values diversity as a strength. We expect everyone we work with to act in a way that is consistent with our sense of fairness and equal opportunity.

- **No Discrimination** - Creating and maintaining a workplace that is diverse, inclusive, free of harassment, intimidation, illegal or unfair treatment or discrimination based on race, colour, religion, gender, age, sexual orientation, marital status, disability, or any other characteristic protected by applicable law.
- **Freedom of Association and Collective Bargaining** - Abiding by applicable laws with respect to freedom of association and engaging in collective bargaining. Assala respects the rights of our employees to form or join a trade union or to bargain collectively consistent with applicable laws and regulations. Assala fully respects and supports our employees' democratic rights to participate or not participate in trade unions without fear of intimidation, pressure, or reprisal. We support the International Labour Organisation's (ILO) Declaration on Fundamental Rights and Principles at Work, including the ILO declaration on the freedom of association and the right to collective bargaining. Where employees are represented by recognised and elected staff representatives, we are committed to establishing and maintaining a constructive dialogue with them.
- **Security** - Implementing the Voluntary Principles on Security and Human Rights to include development of security risk assessments and insisting on the same commitments from our security vendors to provide responsible security within our operations.
- **Community Engagement** - Respecting and safeguarding the human rights of people in the communities where we operate and communities that may be affected by our activities. We actively engage with civil society, local communities, and host governments to secure a social licence to operate. Concerns and issues are raised and addressed through collaborative engagement with our Community Liaison Officers.
- **Environment** - Minimising the impact of our operations on the environment, as described in our Health, Safety, Security and Environment Policy.
- **Supply Chain Engagement** - Seeking to make contractual agreements with vendors and suppliers who support Assala's goal of making a positive contribution where we do business, and who commit to respect internationally recognised human rights appropriate to the nature of their work for us.

Delivery

Assala will deliver our commitments by:

- Incorporating applicable laws on human rights and modern slavery into the company's policies and processes which support our business operations. This includes developing risk assessments to identify opportunities to improve adherence to human rights principles, developing specific risk-based training for employees on modern slavery, and enhancing our processes for monitoring human rights risks in our operations and our supply chain.
- Ensuring that our Code of Conduct, policies, and procedures support our commitment to respect human rights, and that human rights principles are also reflected in the Code of Conduct training provided to our employees.
- Using our Code of Conduct and Supplier Principles of Conduct as tools for communicating and reinforcing our commitment to human rights and encouraging our suppliers and business partners to communicate these expectations to their employees, suppliers, and business partners.
- Ensuring our Integrity Due Diligence procedure helps to adequately screen third parties' labour practices for risks, including not paying workers, and for the absence of child, forced or bonded workers. We ask our suppliers to confirm that they comply with legislation relating to modern slavery, safety, bribery and corruption and the environment.

- Having feedback mechanisms in areas where we operate and providing channels to raise concerns or complaints so that anyone who may be affected by our activities can raise complaints or ask questions. This includes reporting to our Community Liaison Officers.
- Supporting programmes, where appropriate, that make a lasting and positive impact on education, health, and community development, engaging early with stakeholders to understand priorities and include them in the development and implementation of such programmes.
- Encouraging a culture where people feel free and safe to raise concerns without fear of retaliation or negative consequences.

Joelle Tobin



General Counsel and Chief Compliance Officer, Assala Energy UK Limited
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