



# Encevo Group Human Rights Policy

Encevo Group is committed to respect the internationally recognised human rights - set out in the UN International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work - in our own operations, our supply chains, and in the communities in which we operate. We recognise the importance of ensuring human rights are upheld and protected, this includes the rights of human rights defenders.

> We respect the UN Guiding Principles for Business and Human Rights (UNGP), the Guiding Principles of the Organisation for Economic Co-operation and Development OECD (UN Global Compact) and we comply with all applicable environmental regulations and laws.

> We treat everyone with dignity and respect and work against all forms of child labour, modern slavery, harassment, and discrimination in our own operations and in our value chain.

## **Managing our human rights risk and impacts**

> We identify, assess, and manage human rights risks and impacts through due diligence processes which cover our own operations as well as purchasing.

> In our Encevo Code of Conduct for Suppliers (pls. see section “5. Labour and Human Rights Standards”) we state that our suppliers should respect human rights and take measures to avoid infringing human rights. We invite them to read our full Human rights policy providing them with the Encevo website link.

> Due to the nature of our energy value chains, salient risks in our own operations are mainly related to working conditions for subcontractors, impacts on local communities, personal data and information privacy.

> Salient risks in our supply chain relate mainly to suppliers’ working conditions and impacts on local communities and environment, particularly in high-risk countries and for high-risk product categories.

> Our aim is to continuously improve our ability to manage human rights risks. This is an ongoing journey and will be driven not least by raising the awareness of human rights related issues among our employees and other stakeholders.

> We have a whistle blowing function available to stakeholders to report perceived irregularities through Encevo operations.

## **We strive to improve our efforts by**

- > Performing trainings to raise general awareness of human rights issues, including those that impact Encevo internally in the broader aspect of diversity and inclusion.
- > Engaging with suppliers through dialogues e.g. in our Know-Your-Customer (KYC) onboarding process,
- > Implementing assessments, audits, and corrective action plans to minimise adverse human rights impacts.
- > Working for the right to freedom of association and collective bargaining in our supply chain.
- > Encouraging open stakeholder feedback through interviews, surveys, questionnaires, focus group discussions, and regular materiality updates.
- > Working to remedy adverse human rights impacts caused or contributed to by Encevos' operations.
- > Tracking and assessing our actions and reporting regularly and transparently on our human rights work through our Annual Report in accordance with GRI standards.

Encevo Groups' HUMAN RIGHTS Policy is following to our CSR Governance decided by the Executive Committee and validated by the Board of Directors. It should be read together with other Encevo policies (e.g. Sustainable policy or Environmental policy). Encevo Group Policies are open, commonly accessible, valid throughout the entire Group for fully consolidated entities and their employees.