



At Aprava Energy, we recognise business' fundamental responsibility to sustainability, particularly in the context of the global energy transition underway. We are guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs) as a framework for preventing and addressing associated risks. In line with the UNGP framework of 'Protect, Respect and Remedy', we acknowledge our responsibility to respect human rights. We respect all internationally recognised human rights relevant to our operations. In accordance with the United Nations Guiding Principles on Business and Human Rights, our commitments are based on the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Towards meeting our commitments to respecting the rights of our employees and all stakeholders, as an organization we will



Uphold and promote the highest standards of labour practices. Our commitment is to create a safe, fair, and inclusive work environment for all employees and stakeholders involved in our operations. We recognize that our success is directly linked to the well-being and dignity of our workforce.



Recognise employees' rights to freedom of association and respect relevant processes and laws on collective bargaining.



Ensure that no form of child labour forced, or compulsory labour is present in our operations.



Promote equal opportunities and fair treatment for all employees, regardless of their gender, sexual orientation, age, disability, religion, region and socio-economic background, or any other protected characteristic. All our employment practices are based on merit, qualifications, and job performance.



Provide safe and healthy workplace for our employees. We will comply with applicable health and safety laws and regulations, identify and mitigate workplace hazards.



Establish mechanisms for monitoring and reporting our adherence to this human rights policy and assess our human rights performance. We will report transparently on our efforts, progress, and challenges in promoting and respecting human rights. We encourage feedback and dialogue to continuously improve our human rights practices.



Hold ourselves accountable for upholding this human rights policy and ensuring compliance with applicable laws and regulations. We will address any human rights violations promptly, fairly and effectively. We commit to learning from past mistakes and taking corrective actions to prevent recurrence.



Work closely with our partners and all stakeholders to ensure that human rights are respected within their own operations and continue our collaboration with partners based not only on their performance but also their commitment to human rights.



Have a framework for grievance redressal so that grievances are resolved in a timely and efficacious manner.



Conduct human rights due diligence to identify, prevent, mitigate, and address any adverse human rights impacts associated with our operations.



Regularly review and update this Human Rights Policy to ensure its relevance and effectiveness. We will strive for continuous improvement in our human rights practices, taking into account emerging human rights issues, evolving societal expectations, and best practices in the field.



Take all necessary steps to embed these commitments in our operations. Provide appropriate training and promote awareness and respect for human rights amongst employees, suppliers and other relevant stakeholders.



We will monitor and report compliance and take remedial action where we have caused or contributed to adverse impacts and provide access to effective remedy if violations have occurred. Where applicable local legislation and international human rights standards differ, we will aim to meet the higher standard. Where they are in conflict, we comply with the applicable local legislation.

This Human Rights Policy reflects our commitment to respecting and promoting human rights. It serves as a guide for our organization and all individuals associated with it, helping us create a just, inclusive, and sustainable world. This is in line with our Purpose of Em-Powering lives sustainably for a happy planet and our core value of Respect for All.