

Issued on: 20/03/2025

EquipProtek Energy Policy

Human Rights and Modern Slavery

Our dedication to upholding human rights is firmly integrated into our company policies, operational practices, and organizational standards. Guided by universally recognized human rights principles, we proactively identify, assess, and mitigate any potential adverse impacts arising from our activities.

- *We unequivocally condemn all forms of human rights violations and actively promote these values in our interactions with governments, partners, and other stakeholders.*
- *We are committed to creating a positive impact on our employees and the communities where we operate*

Additionally, we enforce a strict prohibition against the use of forced or compulsory labour in all aspects of our operations. We maintain a zero-tolerance stance on child labour within our workforce, ensuring compliance with international labour standards and ethical business practices.

1. Purpose

Equiprotek Energy is committed to promoting and protecting human rights in all aspects of our business operations. This policy outlines our commitment to uphold the human rights and modern slavery of all individuals affected by our activities, in alignment with international standards such as the Universal Declaration of Human Rights, the International Labour Organization (ILO) conventions, and the UN Guiding Principles on Business and Human Rights.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners of Equiprotek Energy, as well as anyone directly or indirectly involved in our operations. It encompasses our activities in Angola and beyond, ensuring that human rights are respected throughout our value chain.

3. Policy Commitments

3.1. Non-Discrimination and Equal Opportunity

Equiprotek Energy is committed to providing a work environment free from discrimination. We offer equal employment opportunities to all individuals regardless of race, ethnicity, gender, religion, age, disability, sexual orientation, or any other protected characteristic.

3.2. Fair Labour Practices

We uphold the highest standards of labour rights, including:

- No child labour, forced labour, and modern slavery or human trafficking in any of our operations.
- Compliance with national labour laws regarding wages, working hours, and employment conditions.
- Fair and respectful treatment of all workers, with policies in place to prevent harassment and abuse.

3.3. Freedom of Association and Collective Bargaining

We respect the right of all employees to form or join labour unions and engage in collective bargaining without fear of retaliation, in accordance with local laws.

3.4. Health, Safety, and Well-being

EquipProtek Energy provides a safe and healthy working environment for all employees. We implement and maintain rigorous health and safety protocols to minimize risks, prevent workplace injuries, and promote the physical and mental well-being of our workforce.

3.5. Right to Privacy

We respect the privacy of our employees and stakeholders. Personal data is collected, used, and protected in compliance with relevant data protection laws and regulations.

3.6. Human Rights in the Supply Chain

We expect our suppliers, contractors, and business partners to uphold the same commitment to human rights as EquipProtek Energy. We engage with our supply chain partners to ensure they adhere to ethical labour practices, and we will discontinue relationships with those found to be in violation of human rights principles.

3.7. Community and Indigenous Rights

We are committed to respecting the rights of communities affected by our operations. This includes consulting with local communities, recognizing indigenous land rights, and ensuring that our activities do not negatively impact the livelihoods or cultures of local populations.

4. Implementation and Accountability

4.1. Training and Awareness

Equiprotek Energy will provide regular training on human rights to all employees, including management, to raise awareness and ensure understanding of this policy.

4.2. Reporting and Grievance Mechanism

We encourage employees, contractors, and stakeholders to report any concerns or violations of this policy through our established grievance mechanism. Complaints will be handled confidentially, fairly, and promptly without fear of retaliation.

4.3. Monitoring and Compliance

Equiprotek Energy will monitor compliance with this policy through internal audits, employee feedback, and regular reviews of our operations. Non-compliance will be addressed promptly, with corrective actions implemented as necessary.

5. Human Rights and Fair Labour Practices

5.1. Respect for Human Rights

We adhere to the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We are committed to respecting the rights of all individuals, both within and beyond our operations.

5.2. Fair Living Wages

We ensure that all employees and contractors receive fair living wages that meet or exceed legal requirements, providing for basic needs and promoting financial security for workers and their families.

5.3. Non-Discrimination

We prohibit discrimination based on gender, race, nationality, religion, disability, sexual orientation, or any other personal characteristic. Equal opportunity is a cornerstone of our workplace culture.

5.4. Protection of Rights and Legal Positions

We respect and protect legally established rights and positions, ensuring that workers, partners, and stakeholders are treated with dignity and respect.

6. Environmental Stewardship

Prevention of Harmful Soil Changes: We commit to minimizing harmful soil changes caused by our operations, employing sustainable land management practices that prevent soil degradation and promote long-term ecosystem health.

6.1. Water and Air Pollution Control

We strive to reduce water and air pollution by adopting advanced technologies and implementing strict environmental controls. Protecting water quality and air standards is vital to safeguarding the health of the communities in which we operate.

6.2. Excessive Water Consumption

We implement water conservation strategies to reduce excessive water consumption and ensure the sustainable use of water resources, especially in regions facing water scarcity.

6.3. Harmful Noise Reduction

We aim to minimize noise pollution caused by our activities by adhering to regulatory guidelines and employing noise-reduction technologies, ensuring minimal disruption to surrounding communities.

7. Continuous Improvement

This policy will be reviewed and updated regularly to reflect changes in human rights standards, laws, and our business environment. We are committed to continuously improving our human rights practices to meet evolving global standards.

Summary

At EquipProtek Energy, we believe that respecting and promoting human rights is fundamental to our business success and ethical responsibility. We are committed to maintaining a workplace and operational environment where human dignity is upheld, and every individual's rights are respected.

Revised on 20th March 2025

Applicability: All Equipprotek Energy and Partners

Issuing Authority: Equipprotek Energy Management