

	Sustainability		
	Human Rights Policy		Revision : 7
			Approved
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Human Rights Policy

1 Purpose

Scatec is committed to respecting internationally recognised human rights in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. As a participant in the United Nations Global Compact (UNGC), Scatec supports its Ten Principles which includes human rights and labour principles.

This document is based on the beforementioned key international guidelines and sets out how Scatec interact with employees, its contractors and suppliers' workers, business partners, and communities potentially impacted by our activities.

2 Our approach

All internationally recognized human rights, including the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, are respected.

The responsibility to respect human rights applies to business enterprises wherever they operate, going beyond compliance with national laws and regulations protecting human rights. Applicable standards of international humanitarian law, including in conflict areas, are also recognised. This entails avoiding the infringement of human rights and addressing any adverse human rights impacts associated with our operations.

We pay special attention to the human rights we are at risk of impacting and to those people most vulnerable to adverse impacts, including women, children, migrant workers, indigenous people or other vulnerable groups, where these members of local communities can be negatively affected by our operations. Scatec does not tolerate retaliation against persons who raise concerns or participate in engagement, including workers, community representatives and whistleblowers.

Our business model, key activities and core markets may change in the future, we remain committed to continuously improving our human rights efforts.

3 Our commitments

Scatec commits to support and respect, within its sphere of influence, the protection of internationally recognised human rights of people affected by our operations and commits to address adverse impacts in case it causes or contributes to, including:

- Our employees and third-party employees working on our project sites
- Workers of Scatec's suppliers and contractors
- Society at large, including individuals and groups in the communities around our project sites

Our human rights targets are set through our annual corporate process, disclosed in our annual integrated report, and monitored accordingly.



4 Identified Potential Risk and Impact Areas

Notwithstanding our commitment to respecting all human rights, the human rights issues most relevant to our business operations are:

4.1 Community impact

- Land rights, physical and/or economic displacement/loss of livelihoods
- Use of security forces
- Indigenous peoples' rights
- Environmental impacts, including disposal of materials
- Access to natural resources
- Minorities and vulnerable groups, including women at risk of gender-based violence
- Sourcing of minerals and other high-risk materials used in the supply chain

4.2 Labour conditions

- Freedom of association and collective bargaining
- Non-discrimination
- Prevention of forced and compulsory labour
- Abolition of child labour
- Occupational health and safety
- Prevention of gender-based violence and harassment
- Ethical recruitment practices and protection of migrant workers

5 How we work

- We require all our employees and third-party employees to comply with this policy and will offer necessary capacity building and training to this end
- We communicate our human rights expectations to our suppliers and business partners, integrate the requirements to selection and contracting, and monitor performance
- We strive to exercise influence in our business relationships to avoid or mitigate adverse impacts on human rights directly linked to our activities
- We assess the extent to which a particular context may heighten the severity or likelihood of the human rights risks connected to a project
- We continue to implement human rights due diligence into our operating model, as appropriate
- We systematically engage with affected stakeholders to understand potential human rights risks and targeted mitigation measures
- We provide or cooperate in providing appropriate remediation, including, where relevant, effective grievance mechanisms, where we have caused or contributed to adverse human rights impacts in our own operations and the value chain
- We assess and report on our progress and performance
- We provide information requested by stakeholder aligned to the requirements of the Norwegian Transparency Act



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6 Related management documents

- Global Human Resources Policy
- Sustainability Policy
- Code of Conduct
- Procurement Policy
- Supplier Conduct Principles
- Sustainable Supply Chain Directive