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|  | Sustainability      |                |               |
|   | Human Rights Policy |                | Revision : 6  |
|   |                     |                | Approved      |
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# Human Rights Policy

## 1 Purpose

Scatec is committed to conduct its business in line with the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact (UNGC), and the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Business Conduct.

This document outlines the beforementioned key international guidelines for Scatec and states how we interact with employees, contractors, suppliers, partners, and communities 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. Applicable standards of international humanitarian law, including in conflict areas, are also recognised. The responsibility to respect human rights applies to business enterprises wherever they operate, going beyond compliance with national laws and regulations protecting human rights. This entails avoiding the infringement of human rights and addressing any adverse human rights impacts associated with our operations.

We will 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. 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, including:

- Our employees and third-party employees working on our project sites
- Employees 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
- Use of conflict minerals 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

## 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 require our suppliers and business partners to follow the spirit and intent of this policy when working for or together with us
- We strive to exercise influence in our business relationships to avoid or mitigate adverse impacts on human rights directly linked to our activities
- We will 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 will 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