



HUMAN RIGHTS POLICY

Purpose

At Indika Energy, we take very seriously our commitment as a responsible member of society to respect human rights in everything we do. We remain vigilant to the fact that the potential for violations exists within our operations, which is why we plan for these risks to mitigate them and strive to address industry-specific human rights exposure.

The Human Rights Policy sets out the key elements of our approach and commitments to respect human rights.

Scope

This Human Rights Policy is relevant to all employees of Indika Energy, Directors, and management, as well as third parties under Indika Energy's direct supervision, working for Indika Energy and its subsidiaries. We assert our influence over joint ventures we do not control or operate, to encourage them to act in a manner consistent with the intent of this Policy.

Our Commitments

- Respect human rights, consistent with the international standards
- Maintain a workplace free from discrimination, harassment, physical assault, and any form of child, forced, or compulsory labor
- Foster positive industrial relations by establishing effective communication channels and promoting workforce participation to maintain workplace harmony
- Avoid causing or contributing to adverse human rights impacts linked to our operations, products, or services
- Conduct human rights due diligence to identify, prevent and mitigate human rights risks and impacts across our business
- Adopt grievance mechanisms and provide remedy to reduce negative impacts in the event that we cause or contribute to an adverse impact on human rights
- Recognize the freedom of association and the right to collective bargaining
- Conduct regular monitoring and reporting on human rights impacts
- Communicate the policy to our workforce, contractors, and external stakeholders

Details

Human rights

We respect the human rights of our workforce, business partners, societies in which live and work, adhering to international standards such as the ILO Declaration on Fundamental Principles and Rights at Work, the UN Universal Declaration of Human Rights, and the 10 UN Global Compact Principles.

We ensure a living wage, comply with national working hour regulations, and provide a safe workplace for all employees and contractors. We actively identify, assess, and manage occupational health and safety risks to maintain a fatality- and injury-free environment. We strictly prohibit all forms of modern slavery, including forced labor, human trafficking, child labor, and debt bondage. Our commitment also includes preventing discrimination, harassment, and exploitation, and respecting privacy. We expect all employees, contractors, and business partners to adhere to these standards and are dedicated to effectively preventing and addressing any human rights violations.

Anti-harassment and discrimination

We maintain a safe and respectful workplace for all employees, free from harassment of any kind. We have a zero-tolerance policy towards any form of harassment, including but not limited to verbal, physical, or discriminatory behavior. All employees, contractors, and visitors are expected to treat each other with dignity and respect. Any incidents of harassment will be promptly investigated, and appropriate action will be taken to ensure that our work environment remains inclusive and supportive. Retaliation against anyone reporting harassment is strictly prohibited.

Forced and child labor

As a responsible company, Indika Energy adheres to and complies with international and national employment norms and rules. We do not tolerate any form of forced labor practice as well as the use of child labor. In accordance with national regulations, Indika Energy has a mechanism to screen the minimum age of prospective employees and does not accept prospective employees under the legal minimum working age.

Freedom of association and right to collective bargaining

Consistent with our commitment to respect ILO core labor standards, we respect freedom of association and collective bargaining. We will comply with applicable domestic laws concerning non-interference in our workers' right to form or join a trade union or to bargain collectively. Where our employees wish to be represented by trade unions or works councils, we will cooperate in good faith with the bodies that our employees collectively choose to represent them.

Protecting privacy

We are committed to protecting privacy by safeguarding personal information through stringent data protection measures. We ensure that personal data is handled confidentially, respecting privacy rights and complying with relevant laws. Our goal is to maintain trust and manage personal information responsibly.

Security practices

In locations and sites where there is a higher likelihood of conflict, Indika Energy carefully engage on a basis of respecting human rights. Our security personnel understand and respect the rights of our employees and the communities living in the surrounding of our operations. Therefore, we are careful to ensure all of our security personnel are

trained and socialized as to the importance of respecting human rights. We also conduct assessments to identify areas of improvement in our security personnel training.

Indigenous rights

We respect the rights, interests and aspirations of indigenous peoples and acknowledge their right to maintain their culture, identity, traditions, and customs, in line with the UN Declaration on the Rights of the Indigenous Peoples. It is important that we seek their full participation and effective representation, and that we apply the principles of free, prior and informed consent (FPIC) where practical, ideally prior to the commencement of activities.

In addition, we fully recognize the social, economic, and cultural rights as well as land rights of the indigenous people and respect their relationship with the land and the environment in which they live. We seek to avoid involuntary resettlement and protect culturally sensitive areas wherever possible. Where it is unavoidable, we seek to minimize the impact through full participation of affected stakeholders and focus on building long-term productive livelihoods and promoting their socio-economic development in a manner conducive to their well-being and human rights.

Additional Resources

Sustainability Policy

Human Capital Policy

Indika Energy Code of Business Conduct

Issued by

Human Capital Department

Issued on

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*This policy has been approved by the
Board of Directors of Indika Energy.*

