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|  | Sustainability | | |
| | Human Rights Policy | | Revision : 4 |
| | | | Approved |
| Document Number | SCA-SUS-POL-004 | Document Level | Level 0 |
| Revision Date | 21/02/2023 | Originator | Delene Taute |
| Expires | 20/02/2024 | Approver | Roar Haugland |

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 and the United Nations Global Compact (UNGC), as well as the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Business Conduct. This document includes the main aspects of the beforementioned international guidelines relevant to Scatec and sets out the principles for how we relate to our employees, contractors, suppliers, partners and communities affected by our business activities.

2 Our approach

We respect 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. We recognize applicable standards of international humanitarian law including in areas of conflict. We acknowledge that the responsibility to respect human rights applies to our business enterprises wherever we operate. This exists over and above compliance with national laws and regulations protecting human rights. This means we avoid infringing human rights and strive to address adverse human rights impacts we are involved with.

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 performance will evolve as we mature our practices and consequently, we are committed to continuously improve our human rights efforts.

3 Our commitments

Scatec commits to support and respect, within its sphere of influence, the protection of internationally recognized human rights of people affected by our operations, including:

- Our employees and third-party employees working under our supervision
- Employees of Scatec's suppliers and contractors
- Individuals and groups in the communities in our operations' impact area
- Individuals potentially affected by the use and disposal of materials from our activities

Our human rights targets are set in our annual sustainability and environmental, social and governance (ESG) reports 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
- Security forces
- Lack of free, prior, and informed consent (FPIC)
- Displacement and loss of livelihoods
- Environmental degradation
- Indigenous People
- Minorities
- Access to water
- 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
- Health, Safety and Environment, including disposal of materials

5 How we work

- We require all our employees and hired contractors to comply with this policy and will offer necessary capacity building and training to this end
- We expect our suppliers and business partners to follow the spirit and intent of this policy when working for or together with us
- We will strive to exercise influence in our business relationships to avoid or mitigate adverse impacts to 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 will continue to implement human rights due diligence into our operating model, as appropriate
- We will systematically engage with affected stakeholders to better 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
- We will assess and report on our progress and performance
- We will 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
- Partner Conduct Principles

Roar Haugland

EVP Sustainability, HSSE & Quality