

## HUMAN RIGHTS POLICY

At Runaya, we are committed to the principles of sustainable development including protecting and respecting human dignity. The company will conduct its business in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer and will respect the human rights of all our stakeholders, in alignment with the United Nations Declaration on Human Rights, UN Guiding Principles of Business and Human Rights (the “Ruggie Principles”), Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social, and Cultural Rights (ICESCR), International Bill of Rights, and ILO. Runaya undertakes specific multidisciplinary human rights self-assessments with our operations to identify local issues of potential human rights risk, including alignment with the Voluntary Principles on Security and Human Rights (VPSHR) and Organisation for Economic Co-operation and Development (OECD).

Runaya will:

- Be compliant with Labour laws of the country in which we operate and ensure that our employees and business partners (contractors) are fairly and reasonably paid and remuneration structure is compliant with statutory obligations of the jurisdictions in which we operate;
- Provide fair working conditions, including compliance with applicable requirements relating to working hours, wages, benefits, leave entitlements and freely chosen employment, aligned with national regulations and international expectations and conventions;
- Do our utmost to avoid being complacent with adverse human rights impacts, including benefitting from the human rights violations caused by others;
- Include human rights-related requirements within contractual arrangements with business partners and host governments and carry out due diligence for tier 1 business partners;
- Include human rights due diligence into relevant business processes and before undertaking new acquisitions, activities or contractual engagements and all aspects of regular business operations;
- Conduct comprehensive human rights impact assessments at least once every three years, or more frequently where warranted by changes in operations, projects or risk profile, to identify actual and potential human rights impacts;
- Monitor and report on Human Rights impact and performance of management programs;

- Have zero tolerance for any form of forced, compulsory, trafficked and child labor or anyone held in slavery or servitude either directly or through our business partners, and ensure compliance with applicable laws and standards relating to working hours, rest periods, wages, and overtime, including fair compensation for overtime work and the prevention of excessive working hours;
- Recognize and respect employee rights to associate freely and to collective bargaining, as appropriately directed by law;
- Be an equal opportunity employer and treat all employees with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, sexual orientation, age or disability;
- Maintain a workplace free from discrimination, bullying and all forms of harassment, including sexual and non-sexual harassment. We have zero tolerance for such behaviour and will investigate reported concerns through established grievance mechanisms and take appropriate corrective or disciplinary action, where necessary;
- Promote awareness of human rights, diversity, equity, inclusion and respectful workplace behaviours through periodic training and communication programmes for employees.
- Respect and preserve the culture and heritage of local communities including socially vulnerable groups that may be impacted by our operations and work towards developing a constructive relationship with such groups;
- Work with government agencies to develop a common understanding and agreement to protect human rights in the event of unforeseen situations while protecting our people, equipment, and assets;
- Provide robust grievance mechanism for internal and external stakeholder to address issues of human right violation in operations;

This policy is part of the Runaya Sustainability Framework. Each Runaya business and all associated suppliers/vendors shall implement this policy and its related technical and performance standards. Business leaders will be held accountable for human rights performance and line managers are responsible for the full implementation of the human rights related standards. We will measure and report performance on a periodic basis to ensure ongoing management of human rights including the sharing of good practices throughout the organization. Our sustainability team will contribute to enhance its human rights knowledge through engagement with experts and trusted knowledge partners. The content and implementation of this policy will be reviewed periodically and updated, as necessary.