

KORINDO HUMAN RIGHTS POLICY

INTRODUCTION

KORINDO believes that business can only flourish in societies where human rights are protected and respected. We recognize that while states have a duty to protect human rights, companies have a responsibility to respect human rights and to manage any adverse human rights impacts through business relationships.

This Human Rights Policy elaborates on the requirements within the KORINDO Code of Conduct and associated policies to treat everyone with whom we come into contact with fairness, dignity and respect. It consolidates our existing commitments and brings increased clarity on our approach to respecting human rights across our global business.

OUR HUMAN RIGHTS COMMITMENTS

- We are committed to conducting our business in a manner that respects the rights and dignity of everyone affected by our business activities, acting with due diligence, and addressing the adverse impacts of our global operations
- We honor the principles and guidance contained in the United Nations (UN) Guiding Principles on Business and Human Rights
- We comply with all applicable laws and we respect internationally recognized human rights wherever we operate. Where national law and international human rights standards differ, we follow the higher standard; where they are in conflict, we adhere to national law and we seek ways to respect international human rights to the greatest extent possible
- We treat the right of causing or contributing to gross human rights abuses as a legal compliance issue
- In the course of its activities, KORINDO will not willingly be complicit in human rights violations
- KORINDO policies and codes are informed by the International Bill of Human Rights and the International Labor Organization's declaration on Fundamental Principles and Rights at Work; the Children's Rights and Business Principles; UN Women's Empowerment Principles; and the UN Global Compact

- We strive to treat everyone with whom we come into contact fairly and without discrimination. Our employees are entitled to work in an environment and under conditions that respect their rights and their dignity
- We respect freedom of association. 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 within the appropriate national legal frameworks
- We respect the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to address and remedy them
- Our actions are guided by transparency, fact-based decision-making and based on a preventative, precautionary and integrated approach to environmental management. This means conforming to or exceeding the requirements of national or international regulations as well as investing in environmental technologies and engaging in continuous and informed dialogue with relevant stakeholders
- In our business dealings we expect our partners to adhere to standards of conduct and business principles that are consistent with our own. We are also committed to working collaboratively with state and non-state actors to inform our approach, share experiences and help address shared challenges and influence systemic positive change

HUMAN RIGHTS GOVERNANCE AND MANAGEMENT

Our human rights commitments are embedded in the KORINDO Code of Conduct and related policy statements, and the management processes underpinning them. We continually evaluate and review how to strengthen our approach to addressing human rights, ensuring that they remain in line with developments in international and relevant national laws and societal expectations.

COMMUNICATION AND TRAINING

We are committed to building the awareness and knowledge of human rights across our business and we work to increase the capacity of our management to effectively identify and respond to human rights concerns. All managers and

employees receive mandatory training on the KORINDO Code of Conduct, which includes human rights aspects. We also provide specific training to relevant business functions. We recognize the importance of dialogue with our stakeholders and we pay particular attention to individuals and groups at greater risk of adverse human rights impacts due to their vulnerability or marginalization.

REMEDIATION

We cooperate with the relevant authorities to identify, mitigate and remedy any adverse human rights impacts caused or contributed by our business operations.

MULTI-STAKEHOLDER ENGAGEMENT

Through our membership of other multi-stakeholder initiatives we are committed to promoting reasonable standards for positive change in human rights practices at the operating level.