



**HUMAN RIGHTS POLICY
(the “Policy”)
APPLIED WITHIN
AVESORO
(the “Company”)**



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The Policy is to be read in conjunction with the Code of Ethics and Business Conduct of the Company.

References to the Company in the Policy include all of its subsidiaries and any other entity controlled by the Company. The Policy prescribes standards of professional and ethical conduct for all of the Company’s directors, officers, and employees, as well as consultants and agents indirectly representing the Company (collectively, all to whom the Policy applies are referred to throughout as the “third party”). In this policy, “third party” means any individual or organization with whom employees come into contact whilst working for us, and includes actual and potential counterparties, suppliers, vendors, marketers, business contacts, agents and advisers, as well as government and public bodies and their advisers, representatives and officials, politicians and political parties.

The Company respects the human rights of individuals impacted by our operations and activities. The Company strives to avoid causing or contributing to human rights violations and to facilitate access to remedy. The Company has zero tolerance for any human rights violations committed at operations, by employees, work partners or other third parties operating on behalf.

This Policy sets out The Company’s commitment to respect human rights.

Purpose:

This policy outlines Avesoro’s commitment to upholding human rights, the Company’s standards for its workers and contractors, and its commitment to interacting with stakeholders who are impacted by its activities.

Scope:

The following international frameworks have influenced our Human Rights Policy and management strategy:

- The United Nations Universal Declaration of Human Rights
- The International Bill of Rights
- The International Labour Organization’s Declaration on Fundamental Principles and Rights at Work
- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Declaration on the Rights of Indigenous Peoples
- The Ten Principles of the United Nations Global Compact

Avesoro endeavors to ensure that every employee of the Company protects and respects the fundamental rights and freedoms of our stakeholders as indicated below:

- Human dignity and equality
- Right to life, liberty and the security of person
- Not be subjected to any distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status
- Not be subjected to forced labor, slavery, servitude, or human trafficking
- Right to freedom of expression, conscience, religion, thought, belief, and opinion



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- Freedom of association and the effective recognition of the right to collective bargaining
- The elimination of all forms of forced or compulsory labor
- The complete elimination of child labor and discrimination in respect of employment and occupation
- Ensuring that all workers and contractors are in secure environments and working conditions.

Commitment:

- Observing the principles and rights of workers as outlined in the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights.
- Promoting diversity and inclusivity in our workplaces.
- Respecting the rights of our workforce, local community members and all stakeholders with whom we interact. We expect to all our business partner to observe the human rights that are referred to in international law; rights related to working conditions, freedom of association, freedom of speech, collective bargaining, maximum working hours, minimum wages, peaceful assembly, and equal opportunity.
- Preventing any discrimination against any individual on the basis of race, gender identity, religion, age, social status, sexual orientation or any other characteristic unrelated to the individual’s job performance.
- Respecting the rights of people who need special consideration, such as women, children, Indigenous Peoples, and other conceivably vulnerable or marginalized groups. Before beginning development and for the duration of the project, we will firmly uphold the principles of free, prior, and informed consent as well as defending the rights of indigenous peoples.
- Preventing the use of child labor, forced labor, and modern slavery in our business operations and supply chains, and advocating for the abolition of all types of children and forced labor.
- Providing the opportunities to employees, stakeholders, and Indigenous communities to submit their complaints related to human rights matters through a grievance mechanism and ensuring that these complaints are resolved.
- Providing training on our human rights policy and expectations to our employees and contractors to increase the awareness.

Responsibility

The Compliance team of the Avesoro has a responsibility to implement and circulate this policy to employees, stakeholders and Indigenous communities.

The Compliance team will regularly review our and work partners’ performance on human rights matters relative to our policies to ensure that the process is functional.