

Corporate Human Rights Policy

People are the most valuable asset at Trans-Oil Group of Companies, and we strive to ensuring that people are always treated with dignity and respect across our system. We are committed to conducting our business in a manner that respects and promotes human rights, both within our organization and throughout our supply chain. Respect for human rights is fundamental to the success and sustainability for all, for Trans-Oil Group of Companies, its partners and the communities in which we operate.

Trans-Oil Group of Companies Human Rights Policy is based on the following seven principles:

- 1. Respect for Human Rights:** We are a responsible and ethical business organization and are dedicated to upholding and respecting the fundamental human rights of all individuals, as outlined in national laws, international declarations and conventions.
- 2. Labor Standards:** We treat all employees with dignity and respect their rights, including fair wages, reasonable working hours, safe and healthy workplace environment. We believe that people should work because they want or have to, not because they are forced to do so. We oppose child labor, forced labor, and any form of exploitative labor practices. We do not engage in or tolerate the use of corporal punishment, mental or physical coercion or any other form of illegal abuse or harassment.
- 3. Compensation and Benefits:** We reward our employees fairly and competitively relative to industry standards, in full compliance with applicable national laws related to remuneration, working hours and paid holidays, and offer them opportunities to develop their skills and capabilities.
- 4. Non-Discrimination and Equality of Opportunity:** We recognize, respect, and embrace the cultural and individual diversity while seeking to create, develop and promote a strong culture and competing team. We do not tolerate discrimination or harassment of any kind based on race, color, gender, sexual orientation, gender identity, religion, national origin, disability, or any other characteristic protected by applicable laws.
- 5. Freedom of Association:** We recognize and respect the right of employees to join or form legally authorized trade unions and engage in collective bargaining. We commit to maintaining open lines of communication with employees and their representatives.
- 6. Supply Chain Responsibility:** We expect our suppliers and business partners to share our commitment to human rights. We actively work to identify and address human rights risks within our supply chain and take appropriate steps to mitigate and remediate any adverse impacts.
- 7. Community Engagement:** We engage with the communities in which we operate, respecting their cultures, customs, and rights. We take into account their values, needs and concerns, and seek to contribute positively to community development and well-being.

We hold ourselves accountable for the implementation of this Human Rights Policy. Our leadership and employees are expected to act in accordance with these principles, and any violations will be addressed promptly and transparently.

As Chief Executive Officer, I am committed to the successful implementation of this Policy, to continual improvement and transparent reporting on our human rights performance.

Approved:

Vaja Jhashi

Chief Executive Officer