



HUMAN RIGHTS POLICY

At Cenergo LLC, we believe that creating value in our relationships with employees, suppliers, business partners, and the communities in which we operate is essential to maintaining our leading position in the industry. We place great importance on the environmental, social, and ethical dimensions of our operations in the energy sector, and we embrace respect for human rights as a fundamental principle. Our commitment to human rights is not merely a legal obligation, it is a core element of how we conduct our business. In line with this commitment, we pledge to comply with both national and international standards and to continuously develop our policies in accordance with our highest ethical values.

This Human Rights Policy is guided by internationally recognized human rights frameworks, including, but not limited to the Universal Declaration of Human Rights (United Nations), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, and the UN Guiding Principles on Business and Human Rights.

To achieve these objectives, we commit to implementing the following principles:

- Embracing respect for human rights as a core value, aligning with international standards, and managing all our processes in a manner consistent with human rights principles;
- Safeguarding the rights of local communities in all our operations, taking preventive measures against rights violations, and supporting community well-being and development;
- Providing equal opportunities to all employees, suppliers, and business partners, and actively promoting diversity and inclusion;
- Practicing zero tolerance for discrimination of any kind based on race, gender, age, language, religion, ethnicity, disability, or any other characteristic;
- Enforcing our zero-tolerance policy against discrimination, harassment, and mistreatment in the workplace with determination;
- Opposing all forms of forced labor and human trafficking in line with International Labour Organization (ILO) standards and the UN Guiding Principles on Business and Human Rights;
- Ensuring a safe and healthy working environment across all our operations;
- Adopting a fair and transparent approach to working hours, compensation, and employee benefits;
- Minimizing the environmental impacts of our activities and recognizing nature conservation as a core responsibility.