

	HUMAN RIGHTS POLICY	Document Name	Policy
		Document No.	ESG-POL-05
		Publish Date	25.12.2023
		Revision Date	-
		Revision No.	-

HUMAN RIGHTS POLICY

1. Objective

The objective of this policy is to explain the respect we pay for basic human rights during our activities as **INTEC ENERGY**, and the value we place in our employees.

2. Scope

As **INTEC ENERGY**, we expect all our employees to act in accordance with our Human Rights Policy. This Policy covers our basic principles for human rights.

Our Human Rights Policy involves;

- Members of senior managers of **INTEC ENERGY**
- The managers and employees of **INTEC ENERGY**
- Our affiliates and subsidiaries and their employees
- Our customers, external service providers, other persons and business partners undertaking work on behalf of the **INTEC ENERGY** companies including consultants, lawyers and external auditors.

The policy is an inseparable part of:

The Code of Ethics, Code of Conduct, Sustainability Policy, Corporate Stakeholder Engagement Strategy Policy, Occupational Health and Safety Policy, Human Resources Policy and all relevant documents which have been approved by Executive Board and made public.

3. Definitions and Abbreviations

This section briefly explains the special terms and phrases, concepts and acronyms mentioned in this Policy.

3.1 IE refers to **INTEC ENERGY**

3.2 Senior Management refers to **INTEC ENERGY** President, CEO and Directors

3.3 Document refers to the procedures and all kinds of other similar texts which contain policies, management plans, procedures, and work processes of **IE** and which are accessible to the relevant employees.

3.4 Name of the Document refers to the headline of the document

3.5 Employee refers to **INTEC ENERGY** employees.

3.6 Service Provider refers to the employee of the company which provides services to **INTEC ENERGY** and/or **INTEC ENERGY** provides services to supplier, subcontractor, customer etc.

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4. Roles and Responsibilities

4.1 President and Chief Executive Officer

The President and Chief Executive Officer are responsible for the supervision of the establishment and enforcement of the reporting, inspection and enforcement mechanisms put in to place in case of failure to comply with the policy, rules and regulations.

4.2 Sustainability Committee and Senior Management

Sustainability Committee and Senior Management (C-Level and Directors) is responsible for approving the Human Rights Policy. Senior management is authorized approval mechanism for ensuring that this Policy hereby is prepared published, updated when necessary and abolished.

It is also the Sustainability Committee and Senior Management’s responsibility to enforce and inspect the practices related to the Human Rights Policy.

Sustainability Committee and Senior Management is also responsible for taking the necessary to ensure the compliance of its employees and external service providers with the principles of this policy and reporting to the issues to the Internal Audit Department for review of matters contrary to the policy.

4.3 Human Resources Department

Human Resources Department is responsible together with ESG Department for preparing, developing, executing, and updating this policy. Human Resources reviews this Policy, when necessary, in terms of its actuality and need for development and makes suggestions to the Senior Management. Quality-Documentation department is responsible for the in-house distribution (to internal stakeholder (employees) of the prepared document.

4.4 Employee

Employees are responsible for:

- Adhering to and complying with IE Policies, Management Plans and Procedures
- Working in accordance with legislation in force,
- Reporting any conduct, activity, or practice contrary to this document to Internal Audit Department

4.5 External Service Providers and Business Partners

External service providers and business partners must comply with principles of the policy and other relevant regulations. All relations are terminated with non-compliant persons and/or institutions. When working with subcontractors, suppliers, clients and other partners, it is expected from them to respect

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human rights. It is essential that inspections are conducted to ensure compliance with the implementation principles of this policy and the relevant legislation.

4.6 Marketing and Corporate Communication Manager

IE Marketing and Corporate Communication Manager is responsible for publishing the prepared document on website.

5 Implementation

To this end, we carry out the followings as the **INTEC ENERGY**:

- We make sure we treat our employees equally, presenting them equal opportunities without discrimination based on religion, language, race, age, skin color, nationality or social origin, and gender. In our Human Resources Department, recruitment, training, and remuneration processes are carried out taking as the basis qualifications, performance, skills, and experience.
- As **INTEC ENERGY** in line with our principle of “equal pay for equal jobs”, we are very sensitive about presenting equal salary opportunities for our employees, away from all harassment, abuse, exploitation and violence.
- We place importance in enhancing health and safety in work places we operate
- We support the freedom of Collective agreement, with in the framework of the right association, the right of organization, and trade unions that are recognized by law.
- We do not tolerate mandatory or forced employment.
- We absolutely do not employ child labour within the **INTEC ENERGY**.
- We do not discriminate in a way that is against the law at the work place.
- We make sure that human rights practices are included in the internal communication channels and training programs within the **INTEC ENERGY**.
- We develop practices in compliance with legislation regarding occupational health and safety and labour and working conditions and we make sure that our employees’ awareness is increased concerning these issues.

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