

Human Rights Policy

At EVO Power we are committed to respect internationally recognised human rights standards namely International Bill of Rights and the International Labour Organisation's Declaration on the Fundamental Principles and Rights at Work.

This policy applies to all employees, business partners, suppliers, and contractors

To achieve the this, we will

- Respect the diversity of our workforce, and the versatility of our value chain. We do not tolerate discrimination and strictly forbid any discrimination against any employee based on ethnicity, nationality, region or social class, origin, lineage, religion, disability, gender, sexual orientation, pregnancy, family responsibilities, marital status, group membership, political affiliation, age, or other status protected by law
- All employment must be in full compliance with all applicable laws and international standards, including working hours, overtime hours, minimum wage, overtime pay, and legally mandated benefits.
- Employees have the right to terminate the employment contract in accordance with laws or the reasonable notice period as agreed upon in the contract
- We require ourselves, third party employment agencies, suppliers, and our business partners to ensure that all work is freely chosen. As an employer, we do not accept any type of forced labour, slavery, or human trafficking. These include the transportation, transfer, harbouring, recruitment, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to anyone for the purpose of control.
- We prohibit the employment of child labour. We support the elimination of improper and illegal business transactions related to child labour and operate in accordance with relevant legal requirements and ethics. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety.
- We are committed to treating our employees humanely and do not allow any form of violence or harassment in the workplace. This includes sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse of workers, or threat of any such treatment.
- We recognize that all employees in many of our operation have lawful rights to associate with others, form, and join, or refrain from joining organizations of their choice, and bargain collectively. We support freedom of expression and are committed to creating an environment where employees can share their concerns or suggestions freely without interference, discrimination, retaliation, or harassment.
- We are dedicated to providing all workers with a clean, healthy and safe working environment. We maintain an occupational health and safety management system to achieve greater protection, where appropriate. It is our policy to comply with applicable regulatory requirements, reduce health and safety risks, and strive to achieve zero injury and incidents.
- We request that all EVO Power members should uphold the highest standards of business ethics, including, but not limited to, maintaining business integrity, using no improper advantage, anti-

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corruption, avoiding conflicts of interest, protecting intellectual property rights, anti-trust, and assuring conflict minerals in products are from responsible sources

- We expect all suppliers to uphold these same values and comply with our supplier code of conduct. All suppliers shall follow up on the above request and implement practices under an effective mechanism. Suppliers shall pursue actions to identify, monitor, and mitigate any adverse impact along the value chain.
- The EVO Power Human Right Policy is governed by a procedure that demands full compliance. Daily practices and regular monitoring are implemented by each site through various tools, such as self-assessment sheets, audits, periodic evaluation, and system tools. Grievance and remedy processes will take place on a continuous basis. Concerns from employees, partners, suppliers, and contractors can be communicated through various channels anonymously. Appropriate documents and records should be maintained to ensure compliance. To ensure the effectiveness of the policy, principles are reviewed annually and updated as needed. Training will be provided accordingly to employees and relevant stakeholders.
- We have put in place a formal grievance channel to enable anyone, including employees, suppliers & other stake holders to report human rights concerns. We will promptly investigate allegations and pursue action to mitigate any adverse human rights impact based on policies and regulations in each region. We do not tolerate retaliation against anyone who in good faith reports possible violations of laws, or other company policies or procedures.