

Human Rights Policy

TotalEnergies EP Uganda commits to respect Human Rights and applicable laws in all of our activities and to implement the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact Principles, the OECD Guidelines for Multinational Enterprises, the fundamental conventions of the International Labour Organization and the Voluntary Principles on Security and Human Rights.

This Human Rights policy defines TotalEnergies EP Uganda's Human Rights commitments for the benefit of both internal and external stakeholders.

IT COMMITS IN ALL OF OUR ACTIVITIES TO:

- Respect Human Rights in carrying out our business activities.
- Conduct ongoing Human Rights due diligence using a risk-based approach by identifying, assessing, integrating, acting, tracking and communicating on Human Rights risks and impacts related to TotalEnergies EP Uganda's activities.
- In conducting Human Rights risk and impact assessments, we pay attention to the rights of vulnerable people, including groups that are recognized as indigenous peoples according to international standards
- Be sensitive to gender in carrying out business activities and actively promote the representation, participation and development of women.
- Conduct a comprehensive stakeholder-engagement process including information sharing, meaningful and inclusive consultation and dialog with stakeholders.
- Engage in specific consultation in a way that is culturally appropriate, timely and respectful of local communities directly affected by our activities, and incorporate stakeholder concerns and feedback when appropriate.
- Provide access to remedy for impacted stakeholders through the implementation of grievance mechanisms aligned with the UNGP effectiveness criteria.
- Ensure that working conditions and remuneration of TotalEnergies EP Uganda employees preserves human dignity and seeks to ensure that our contractors and suppliers apply the same conditions for their workers. Provide a healthy and safe workplace where workers are protected from accidents, injuries and work-caused illness.
- Prohibit:
 - Discrimination based on origin, gender, age, disability, gender identity or affiliation with a political or union organization or minority groups or any other aspect of private life.
 - All forms of harassment
 - Forced or compulsory labour
 - Child labour.
- Respect the rights of freedom of speech, association and collective bargaining, freedom of thought, conscience, and religion.
- Respect the rights to freedom of expression and access to information. In particular, we recognize the important role of Human Rights defenders (as defined in the UN Declaration on Human Rights Defenders of 1998) in the promotion and protection of Human Rights. We do not tolerate any threats, intimidation, harassment, or violence against those exercising their Human Right to freedom of expression to protest peacefully against our business or activities. We take seriously any allegations of reprisals.
- Promote the Voluntary Principles on Security and Human Rights during engagement with any public security forces and implement them while using private security providers.
- Express to host governments and other stakeholders our commitment to respect Human Rights, whilst understanding their respective roles and responsibilities to protect Human Rights and provide access to remedy. In the event of a conflict between legal standards and our Human Rights commitment to respect international Human Rights we will honor the principles of internationally recognized Human Rights to the greatest extent possible in the circumstances.
- The implementation of this policy is subject to periodic review and updating in line with our commitment to continual improvement.

This policy applies to all TotalEnergies EP Uganda personnel. We encourage our business partners and contractors to act in a manner consistent with the principles set out in this policy. We actively promote Human Rights awareness and respect with our business partners, including by adopting and incorporating appropriate legal and contractual frameworks, training, and the promotion of multi-stakeholder actions where appropriate.



Philippe GROUEIX
General Manager
TotalEnergies EP Uganda B.V.