



HUMAN RIGHTS POLICY

Genau recognizes the valuable role that business can play in the longer-term protection of human rights. We are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and Suppliers) in line with internationally recognized frameworks including the Social Accountability, International Standard and its associated international instruments.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing, and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

Each Employee of our Company endeavor to achieve our commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the company Sustainable Business Framework;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing, and managing potential risks and impacts;
- Aligning our existing policies, processes, and activities with our commitment to respect human rights, including those that apply to labor practices, engagement with indigenous peoples; land acquisition, supply chain, and security management;
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent, and culturally appropriate manner on human rights concerns related to our business activities;
- Valuing diversity, equal opportunity, and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers, and other minorities;
- Prohibiting all forms of harmful child labor, forced / trafficked labor, discrimination, and harassment;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining;
- Respect the right of all workers to form and join in grievance committee of their choice without fear of intimidation or reprisal, in accordance with national law;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our contractors, suppliers, and other organizations with whom Genau has a leverage to adopt our Sustainable Business Framework and to encourage and support the development of equivalent management systems;
- Developing goodwill, creating sustainable employment, and stimulating economic opportunities in the communities that host our activities;
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and
- Continually improving human rights performance by sharing good practices and learnings, setting, and reviewing targets, and monitoring, reporting, and disclosing performance.

Each employee of Genau will uplift this policy or develop an equivalent that shall be implemented throughout its operations.

This policy shall be reviewed periodically for its suitability and updated as necessary.

Date: 01st April 2023