

## E7-HR-POL-001 – Human Rights Policy

ELIXON 7 is committed to respecting and promoting internationally recognized human rights across all aspects of our operations. Our approach is guided by the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, and the OECD Guidelines for Multinational Enterprises.

We also incorporate guidance from ISO 26000 on Social Responsibility.

We believe that a commitment to human rights is integral to ethical business conduct and fundamental to sustainable development. As a company specializing in pipeline construction, pumping systems, and the fabrication of custom thermoplastic and metal components, we recognize the impact our operations can have on people, communities, and supply chains.

- We respect the dignity, rights, and freedoms of all individuals and oppose any form of modern slavery, human trafficking, child labour, or forced labour.
- We promote diversity, equity, and inclusion in our workforce and provide equal opportunity free from discrimination, harassment, or abuse.
- We uphold the right to freedom of association and collective bargaining, in line with local laws and international standards.
- We provide safe, healthy, and respectful working environments for all employees, contractors, and suppliers.
- We respect the rights of Indigenous Peoples and commit to meaningful engagement with impacted communities.
- We expect our business partners and suppliers to align with these commitments and implement human rights due diligence throughout their operations.

Our Human Rights Policy is integrated into our business practices, including:

**Training and awareness programs for employees and contractors.**

**Supply chain risk assessments and ethical sourcing procedures.**

**Health, Safety & Environment (HSE) frameworks that prioritize worker protection.**

**Confidential grievance mechanisms to report concerns or violations without fear of retaliation.**

ELIXON 7 Executive Team is accountable for overseeing the implementation of this policy. Operational responsibility lies with our Human Resources, HSE, and Compliance departments. Regular reviews ensure alignment with evolving international standards and stakeholder expectations.

We understand that the protection of human rights is a continuous journey. ELIXON 7 is committed to ongoing improvement, transparency, and responsible leadership as we strive to uphold the highest ethical standards across our operations.

Authorized by: **Artem Riapolov**

Position: **General Manager**



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