

Human Rights, & Diversity and Inclusion Policy

In alignment with United
Nations Global Compact
Principles



**Ditrolic
Energy**

Towards Energy Independence

DATE

04 April 2024

INTRODUCTION

Ditrolic Energy is committed to the principles of sustainable development including protecting human life, health and environment, provisioning of employment and business partner opportunities; promoting social well-being and adding value to the communities, near to the areas where we operate.

Ensuring and honoring human dignity is at the core of our daily business endeavors. We operate with fairness and equality, fulfilling our societal obligations as both a direct and indirect employer. Our pledge extends to upholding the human rights of every individual involved in our operations, including employees, contractors, business affiliates, suppliers, and communities. This commitment is especially directed towards socially vulnerable groups, such as indigenous peoples, women, national or ethnic minorities, religious minorities, linguistic minorities, and children.

This policy is forward looking and is aligned with United Nations Declaration on Human Rights, UN Guiding Principles of Business and Human Rights, Universal Declaration of Human Rights, and International Labour Organization (ILO) Core Conventions and Basic Terms and Conditions of Work.

SCOPE

This policy applies across all Ditrolic Energy entities, encompassing subsidiaries, joint ventures, acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. It extends to all individuals associated with Ditrolic Energy, including employees, contractor employees, business partners, suppliers, and other collaborators. Furthermore, this policy spans the entirety of project lifecycles, from planning through evaluation, operation, and closure.

HUMAN RIGHTS POLICY OBJECTIVES AND COMMITMENTS

ETHICS AND HUMAN RIGHTS

- Ditrolic Energy strictly prohibits discrimination in all aspects of employment. No individual shall face discrimination in hiring, compensation, advancement, training, disciplinary action, termination, or retirement based on factors including but not limited to gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights, or any other protected characteristic. All employees, contractors, and associates of Ditrolic Energy are expected to adhere to this policy.
- Ditrolic Energy is committed to maintaining a work environment free from all forms of harassment and abuse. This includes but is not limited to bullying, sexual harassment, and any unwanted sexual behavior, whether expressed physically, verbally, or in written form. Such behaviors are strictly prohibited within the company premises or during any company-related activities. All employees, contractors, business partners, and individuals associated with Ditrolic Energy are expected to adhere to this policy at all times. Additionally, Ditrolic Energy will provide support and resources to victims of harassment or abuse and will take appropriate measures to address and prevent recurrence of such incidents.

LABOUR MANAGEMENT AND WORKING CONDITIONS

- Ditrolic Energy will uphold all applicable labour laws at a minimum, upholding their rights in line with national laws and international labour standards including International Financial Corporation (IFC) Performance Standard 2, ensuring that there is no forced or child labour in the workforce, or that of its vendors and contractors.
- Ditrolic Energy strictly prohibits the utilization of any form of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, and all types of human trafficking. Employment shall be conducted through ethical and legal channels, ensuring freedom from discrimination and involuntary labor, slavery, and human trafficking. The right

to freedom of movement shall be respected, and individuals shall have unrestricted access to passports and personal documentation at all times. For further details, please refer to the Ditrolic Energy Child Labor and Forced Labor Policy

- The use or support of child labour is strictly prohibited, and suitable protection shall be afforded to young people at all times.
- Ditrolic Energy is committed to ensuring and maintaining safe, healthy, and secure working conditions for all employees and contractors across all workplaces. This includes the provision of fair working hours with sufficient rest periods to promote employee well-being and productivity.
- Shall ensure that all employees and contractors in all workplaces receive fair wages in accordance with legal standards or industry benchmarks.
- All employees and contractors of Ditrolic Energy have the right to express their concerns in good faith, openly or anonymously, without fear of adverse consequences. Ditrolic Energy respects employees' rights to engage in voluntary collective bargaining and seek third-party representation, such as trade unions, free from any form of coercion. Employees are also free to refrain from participating in such activities.

All employees are granted access to grievance mechanisms to voice concerns and report grievances without fear of retaliation, retribution, or dismissal. In the event where a third party (e.g., contractor, subcontractor, supplier) is not able to provide a grievance mechanism, Ditrolic Energy's Grievance Mechanism will extend to serve workers engaged by the third party.

- Ditrolic Energy is committed to addressing these grievances promptly and fairly.

GOVERNANCE

- Ditrolic Energy does not under any circumstances tolerate illegal, unethical, or any form of corrupt behaviour, including extortion and bribery. We are dedicated to conducting ourselves professionally, fairly, and with integrity in all business dealings and relationships, wherever in the country of operation.

DIVERSITY AND INCLUSION POLICY

Ditrolic Energy is dedicated to promoting workforce diversity, establishing equity within our systems, and nurturing a culture of inclusion. We acknowledge and celebrate the unique value and contributions of each individual in our workplace, recognizing the importance of attracting and retaining employees from diverse backgrounds. This policy outlines the fundamental principles guiding employee conduct to cultivate an environment committed to workplace diversity and inclusive culture across all facets of Ditrolic Energy's business and operations.

This policy applies to all employees throughout our countries of operation and project sites. It is the responsibility of all employees, contractors, vendors, suppliers and other third parties to adhere to the policy and ensure that it is adhered to by all parties acting for or on behalf of Ditrolic Energy.

DIVERSITY & INCLUSION GUIDELINES AND PRINCIPLES

At Ditrolic Energy, "Diversity" encompasses all the unique characteristics that distinguish individuals from one another. These characteristics may include, but are not limited to attributes such as religion, ethnicity language, gender, disability, age, competencies, and skill levels.

"Inclusion" entails ensuring that all employees have equal opportunities within the organization devoid of any barriers or obstacles due to their gender, age, ethnic background, religion, family/ marital status, or physical ability. Inclusion embodies our commitment to treating individuals equitably and with respect.

Ditrolc Energy aligns its efforts with the following principles to achieve the goal of creating an inclusive workplace that fosters diversity in all forms:

- **Ditrolc Energy is committed to harnessing the strength of diverse workforce, customer base and stakeholders.** Cultivating an inclusive company culture not only benefits our business but also enhances our reputation as a trusted partner. We embrace diverse thinking styles and abilities to stimulate innovation and resilience, thereby fortifying Ditrolc Energy for the future. Achieving an inclusive company culture requires the dedication and focus of every employee on a daily basis to drive positive change.
- **Ditrolc Energy firmly upholds zero-tolerance stance against discrimination.** This principle of zero tolerance is embedded at every stage of the employee life cycle-recruitment, talent management, professional and leadership development, career critical assignments, reward and recognition and promotion processes.
 - **No discrimination:** Ditrolc Energy is firmly committed to Diversity & Inclusion, ensuring that discrimination and mistreatment, in any form, based on personal characteristics such as race, color, religious beliefs, pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs), gender, sexual orientation, gender identity or expression, transgender status, national origin, ethnic background, social origin, family or marital status, age, disability (physical or mental), medical condition, genetic information, veteran’s status or military service, or based on union membership or union activity, are strictly prohibited. Discriminatory behaviors, whether intentional or unintentional, undermine the invaluable contributions that diverse perspectives, ideas, and experiences offer. We categorically reject all forms of discrimination, including racism. At Ditrolc Energy, we uphold the principles of trust, integrity, and respect, and emphasize evaluation based solely on merits and skills, rather than background, beliefs, or other personal characteristics.
 - **No bully or harassment:** Ditrolc Energy is dedicated to fostering a work environment free from bullying and harassment. We will not tolerate any form of bully or harassment, including verbal, visual and physical. We maintain zero tolerance against sexual harassment, defined as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace or learning environment”. We are committed to actively safeguarding our employees from harassment or bullying by non-employees within the workplace. We do not tolerate harassment or bullying by our employees of non-employees with whom our employees have a business, service, or professional relationship.
- **Ditrolc Energy provides equal opportunities for all our employees:** We are committed to establishing a fair environment where employees can succeed regardless of gender, race, ethnicity, disability, religion, sexual orientation or cultural background.

IMPLEMENTATION

The Human Rights Policy will be communicated to all employees across our countries of operation and project sites. Employees are expected to submit the acknowledgement slip to the respective HR department.

Suppliers are required to sign and return the supplier declaration which includes a supplier code of conduct and acknowledgement of Ditrolc Energy’s Human Rights Policy to endorse the process. Suppliers failing to adhere to the code will be excluded from our approved supplier list.

ROLES AND RESPONSIBILITIES

POLICY OWNER

The owner of this Policy is the Group Chief Executive Officer (GCEO). Any amendments or deviations to this Policy must receive approval from the GCEO, except as otherwise expressly provided herein.

POLICY ACCOUNTABILITY

Head of Departments or Department Representatives are accountable for ensuring that all activities and operations within their departments are carried out in accordance with this Policy.

COMPLIANCE

Employees

All employees are required to adhere to the requirements outlined in this Policy.

If you observe behavior by Ditrollic Energy's personnel that you believe may violate this Policy, it should be promptly reported. Internal reporting is crucial to Ditrollic Energy, and it is both expected and valued. Reports should initially be directed to the Human Resources Manager or direct supervisor who will ensure that the information is properly handled and escalated as necessary.


Ditrollic Energy will impose disciplinary actions on individuals found to have violated this Policy in a manner that is fair, consistent, and reflective of the nature and circumstances of the violation. The disciplinary process will be carried out as per outlined in the Human Resource Management Plan (attached as *Appendix N* in the Environmental & Social Management Plan).

Third Parties (e.g., Contractors/ Suppliers)

All third parties engaged by Ditrollic Energy are required to adhere to the requirements outlined in this Policy. In the event Ditrollic Energy becomes aware of any actions or conditions not in compliance with this Policy, Ditrollic Energy reserves the right to demand corrective measures and/or to terminate an agreement with any supplier/ contractor who does not comply. Actions taken by Ditrollic will be based on the evaluation of the severity and/ or frequency of the violation.

RELATED HUMAN RIGHTS DOCUMENTS

- Anti-Bribery & Anti-Corruption Policy;
- Child Labour, Forced Labour Policy;
- Human Resource Management Plan;

Approved By			
Name	Tham Chee Aun	Position	Group CEO
Signature		Date	04 April 2024