

OX2 Human Rights Policy

1. Introduction

OX2 is a fully integrated provider of renewable energy solutions across technologies such as onshore wind, solar, and battery storage. We believe that advancing renewable energy and respecting human rights go hand in hand. Our commitment is grounded in international frameworks including the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights and Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

2. Purpose

This policy outlines our commitment to respect, protect, and promote human rights across our operations and value chains. It guides our employees, contractors, and partners in conducting business ethically and with integrity, aligned with our corporate values and legal obligations.

3. Scope

This policy applies to all OX2 employees, contractors, consultants, directors, suppliers, and business partners. It covers:

- **Workers** across our value chain
- **Affected communities**, including Indigenous Peoples
- **Consumers and end-users** of our services

4. Our commitment

We uphold the UN Guiding Principles on Business and Human Rights and the ILO Core Conventions. Where local laws fall short, we strive to apply higher international standards. Our human rights approach is embedded in our strategy, risk management, and decision-making.

5. Key principles

5.1 Respect for human dignity

We prohibit all forms of discrimination, harassment, and abuse. We promote diversity, inclusion, and equal opportunity, including:

- Gender equality and equal pay for work of equal value
- Inclusion of persons with disabilities
- Protection against workplace violence and harassment

5.2 Safe and healthy workplace

We ensure a safe and healthy working environment through:

- Regular health and safety training

- Risk assessments and mitigation
- Adequate housing and sanitation where relevant

5.3 Fair labour practices

We uphold:

- Freedom of association and collective bargaining
- Fair wages that meet basic needs and allow for discretionary income
- Reasonable working hours
- Prohibition of child and forced labour
- Respect for workers' privacy and secure employment practices

5.4 Indigenous peoples and local communities

We commit to:

- Free, prior, and informed consent (FPIC)
- Respect for cultural rights and self-determination
- Avoiding forced evictions and ensuring access to water, food, and housing

5.5 Environmental stewardship

We recognize the link between environmental protection and human rights. Our clean energy mission supports a just transition and safeguards natural resources.

5.6 Responsible supply chains

We conduct due diligence to identify and address human rights risks in our supply chain. We expect suppliers to uphold equivalent standards and provide access to grievance mechanisms.

5.7 Consumers and end-users

We ensure:

- Data privacy and protection
- Product safety and responsible marketing
- Non-discrimination and accessibility in service delivery

6. Implementation and due diligence

We integrate human rights into our policies and procedures. Due diligence is conducted across operations and value chains. We provide training to employees and partners and maintain a confidential grievance mechanism.

7. Governance and accountability

- The **Chief Operations Officer** oversees implementation.
- The **CEO and Executive Management Team** hold ultimate accountability.

- The **Board of Directors** monitors performance and strategic direction.

8. Reporting and transparency

We disclose material risks and impacts in line with the Corporate Sustainability Reporting Directive (CSRD) and ESRS. Human rights assessments are conducted every three years, with annual progress reporting.

9. Review and continuous improvement

This policy is reviewed at least every year or following significant changes. Updates reflect evolving standards, stakeholder input, and best practices.