



EECOL Electric Global Human Rights Principles

Effective June 1, 2023

Our Global Human Rights Principles formalize our promise to respect human rights and implement business practices aligned with the principles outlined in the United Nations Global Compact, Universal Declaration of Human Rights, UN Declaration on the Rights of Indigenous Peoples (UNDRIP), OECD Guidelines for Multinational Enterprises, and relevant laws in the countries where we operate.

These principles encompass the following, among others:

1. Protect human rights and prevent and eliminate human rights abuses, including child labor, forced labor, exploitative conditions, and human trafficking in any form.
2. Respect and uphold the right to free, prior, and informed consent.
3. Require compliance with all laws pertaining to discrimination, harassment, and retaliation.
4. Respect the dignity and worth of employees, ensure fair treatment, and prohibit cruel, inhuman, or degrading treatment or punishment.
5. Provide equal opportunities for development, promotion, and fair remuneration without any form of discrimination.
6. Maintain a safe and healthy work environment and foster a merit-based culture that values and rewards all employees.
7. Respect the freedom of association and the right to engage in collective bargaining.

EECOL Electric expects the same level of commitment from all third parties involved in our business operations. We conduct due diligence to identify and address potential risks of human rights violations, non-compliance with laws and regulations, or violations of our Supplier Code of Conduct, which is an integral part of our contractual relationships with suppliers. This due diligence may involve assessing the human rights track record of potential partners, conducting audits to ensure compliance with relevant laws, and ongoing monitoring of established relationships. We may take action, such as suspending or terminating a relationship, if a violation of applicable laws or regulations, as well as our Supplier Code of Conduct, occurs.

Incidents related to human rights violations, human trafficking, forced labor, retaliation, or other ethical concerns can be reported to EECOL Electric through the following channels:

- Legal department
- Ethics and Compliance Office at eecoethics@eecolelectric.com
- Human resources department



Incidents can also be reported to the U.S. Department of Health & Human Services' Global Human Trafficking Hotline through their reporting platform at <https://humantraffickinghotline.org/report-trafficking>.

