



Human Rights

STATEMENT

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1. Approval Level and Review

This policy will be approved by the Puma Energy Executive Committee and will be subject to review on a 24-month basis.

2. Objective

To advise all employees, stakeholders and clients of the organisation’s commitment to human rights.

3. Scope

This policy applies to business partners, suppliers and all individuals who are directly employed by the organization, regardless of the type of contractual arrangement (e.g. Indefinite, Fixed-Term, Part-Time or Full-Time), and to any contingent or third-party individuals/workers who, by virtue of their contractual agreements with Puma Energy, work under the direct supervision or control of the organization.

4. Abbreviations and Definitions

Human Rights	Basic moral principles governing the treatment of all human beings, regardless of nationality, gender, ethnicity, sexual orientation, religion, language, or any other status.
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5. Introduction

We recognize our responsibility to respect the rights of people involved in our operations and strive to safeguard human dignity. We comply with local labour laws and regulations. We are committed to respecting internationally recognized human rights. We engage constructively with relevant stakeholders on human rights issues associated with our business and develop adequate measures for the prevention, mitigation and, where appropriate, remediation of adverse impacts.

6. Principles

- 6.1. We recognise internationally agreed human rights, including labour rights, as outlined in the International Bill of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work. We support the UN Guiding Principles on Business and Human Rights and the alignment of our policy to these international standards.
- 6.2. We promote respect, fairness, non-discrimination, equal opportunity, training and development opportunities, and diversity within and outside our workplace.
 - 6.2.1. The employer/employee relationship in our organisation is completely voluntary by nature and we do not tolerate any form of forced or child labour at any of our business units across the organisational landscape.
- 6.3. Unacceptable treatment of employees (including but not limited to exploitation of children, physical or emotional abuse, undue punishment or involuntary servitude) is strictly prohibited in the organisation.
- 6.4. We recognise the right to just and favourable working conditions of work.
- 6.5. We Respect rights of local communities, including indigenous people.

- 6.6. We support and promote the creation of decent jobs, the participation of local labourers, suppliers, contractors and communities and/or the provision of training and development.
- 6.7. We assess actual and potential human rights impacts of our activities and business relationships and seek to:
 - 6.7.1. Avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur;
 - 6.7.2. Prevent or mitigate adverse human rights impacts that are caused by our business relationships and are directly linked to our activities, across any facet of the business value chain (Supplier Code of Conduct).
- 6.8. We maintain the safety and security of our people and operations while ensuring respect for human rights, avoiding human rights harm through our security arrangements, including through misuse of our equipment and facilities, and take steps to avoid complicity in such abuses by private and public security personnel.
- 6.9. We maintain and support the fundamental rights at work of our employees and the elimination of discrimination in respect of employment and occupation.
- 6.10. We maintain appropriate internal management systems and organisational arrangements that:
 - 6.10.1. Effectively identify and respond to human rights risks of our activities;
 - 6.10.2. Clearly inform our business partners of our expectations with regards to human rights;
 - 6.10.3. Ensure that employees and business partners are aware of the content of the Human Rights policy and Code of Conduct through training, awareness campaigns and annual confirmation processes;
 - 6.10.4. Implement controls that ensure human rights risks are avoided or mitigated to the maximum reasonable level;
 - 6.10.5. Require the reporting and investigation of human rights abuses in line with Puma Energy's incident reporting and investigation guidelines;
 - 6.10.6. Keep records of identified impacts, either real or perceived, and take remedial measures to avoid or mitigate their recurrence.
- 6.11. We will establish grievance mechanisms for individuals who may be affected adversely by our operations and will promote their access to remedy.
- 6.12. We will engage in voluntary partnerships and initiatives to strengthen our understanding of human rights and how they interface with our business.

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