

Human rights

Purpose

This policy outlines the commitments to uphold internationally recognised Human Rights in Vår Energi's own operations, supply chain, and other business relationships, aiming to prevent complicity in human rights violations. It aligns with the following international standards:

- The Universal Declaration of Human Rights 1948
- The International Covenant on Economic, Social and Cultural Rights of 1966
- The International Covenant on Civil and Political Rights of 1966
- The International Labor Organisation Declaration on Fundamental Principles and Rights at Work
- The United Nations Guiding Principles on Business and Human Rights
- The ten principles of the United Nations Global Compact
- OECD Guidelines for Multinational Enterprises

Special attention shall be given to the impact of our operations on local communities, particularly vulnerable groups such as children, women, migrant workers and indigenous people.

This policy is applicable to all personnel working for Vår Energi ASA, hired or contracted and subsidiaries of Vår Energi ASA and sets out our expectations towards contractors, suppliers, and business partners.

Commitments

Vår Energi is committed to:

- Preventing human trafficking, forced labour, compulsory labour, and child labour
- Acknowledging and endorsing employees' freedom of association and assembly, collective bargaining rights
- Maintaining good industrial relations, communications and dialogue
 - Conducting human rights due diligence in line with international standards, including grievance mechanisms and industry specific programmes
 - Applying risk assessments to identify, prevent, mitigate, and account for negative human rights impacts
 - Communicating the Human Rights policy to personnel and stakeholders
 - Interacting with relevant stakeholders
 - Monitoring and reporting on human rights impacts
 - Providing appropriate remediation where Vår Energi has caused or contributed to adverse impacts on human rights
 - Providing regular human rights training for relevant staff

Responsibilities

The VP Compliance has the overall responsibility to oversee the effectiveness of this policy. The EVP for each business line is responsible for adhering to the commitments in this policy for their respective areas.



Nick Walker,
CEO, Vår Energi