

HUMAN RIGHTS POLICY

At Voltaia, we are committed to respecting and protecting the rights outlined in the International Bill of Human Rights and in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. This commitment extends to the workplace, our relationships, and the communities where we operate, including women, children, migrant workers, indigenous people and other vulnerable groups. We expect the same level of commitment from our personnel and business partners, fostering a culture of responsible business.

We particularly focus on the fundamental rights of our direct and indirect workforce, strictly prohibiting and preventing any form of child labor, forced labor, human trafficking, inhuman and degrading treatment, in our operations and those of our subsidiaries and business partners. Additionally, we do not tolerate any form of discrimination, harassment, abuse or violence. We are committed to ensuring equal opportunities, fair treatment, and a safe and healthy workplace for all.

To that end, we have implemented internal policies and processes to identify, prevent and mitigate any potential adverse impact on human rights that our activities may cause or contribute to. These measures are based on the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Such policies and processes include the following:

Ethics Guide & Code of Conduct: we expect strict adherence to human rights from our employees and stakeholders, requesting them to abide by our Ethics Guide & Code of Conduct. Additionally, we engage our employees in respecting and protecting human rights through ethics & compliance onboarding, as well as awareness sessions.

Health, Safety, Environmental & Social (HSES) Policy: we are committed to seeking the continuous improvement and systematic implementation of HSES standards in all sites.

Third Party Due Diligence: Before entering or renewing business relationships with third parties, we conduct a mandatory risk-based, multidisciplinary and multilevel assessment, to evaluate human rights impacts and risk exposure. We implement preventive and corrective measures, such as including robust ethics & compliance obligations in our agreements with relevant third parties and hold them accountable for preventing and mitigating human rights risks and impacts within their respective value chains.

Audits and HSES Risk Assessment: our environmental & social risk assessments and audits aim to identify potential negative impacts to the natural environment, local communities and the project's workforce, leading to the implementation of mitigation plans.

We encourage our employees and business partners to report opinions, claims, or instances of illegal or unethical behavior through our grievance and/or whistleblowing systems, which are accessible to all and ensure protection against retaliation. Reporters can choose to remain anonymous.

Finally, we carry out regular reviews to ensure that our internal rules remain relevant and aligned with best practices, community's expectations and human rights. These reviews act as catalysts for action across Voltaia activities and geographies.

The Voltaia Group Compliance Department, together with the HSES and Sustainability Departments, are responsible for overseeing the implementation of this Policy across this the organization.

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Sébastien Clerc, CEO