



---

## Human Rights Policy Statement

---

Vivo Energy is committed to respecting, upholding and applying the highest Human Rights and ethical standards across, the economies and societies in which we operate.

Our approach is guided by the 10 Principles of the United Nations' Global Compact ("**UNGC**"), with which Vivo Energy complies. Where national law and the standard under the UNGC differ, Vivo Energy will follow the higher standard unless this would contravene the national law.

The UNGC principles are given effect through Vivo Energy Group policies, including our General Business Principles, our Health, Safety, Security and Environmental Quality Policies, our Social Performance Policy, Employee Code of Conduct, Supplier Code of Conduct and Modern Slavery Policy.

In addition to these specific policies, Vivo Energy embeds a number of principles in its employment practices and approach to conducting business in an ethical way.

### Core Human Rights Principles

#### Discrimination

Vivo Energy does not tolerate discrimination based on any arbitrary ground such as gender, age, religious belief or creed, race, ethnic or social origin, marital status or pregnancy, family responsibility, culture, HIV status, disability, sexual orientation or gender orientation

#### Diversity & inclusiveness

Vivo Energy actively seeks to encourage and enable a working environment that encourages a diverse workforce and particularly, ensuring equal treatment of women and minority groups in access to opportunities and advancement. This extends to allowances for religious or cultural observances where possible to do so.

#### Fair employment practices

Vivo Energy operates the following practices in its operations:

- Recognition of the right to freedom of association by employees to join trade unions. Vivo Energy will make orderly arrangements for recognition, collective bargaining and dispute resolution in accordance with national legislation.
- Employees are paid competitive market related salaries and will endeavour to ensure good access to health care and retirement provision.
- Implementation of employment policies in accordance with national legislation, and include adequate provisions for health, welfare and annual leave. All employees are guaranteed access to grievance procedures where these may arise.

### **Combatting modern slavery**

Vivo Energy strongly supports the elimination of all forms of modern slavery, which is entirely at odds with our core values of honesty, integrity and respect for people. Our expectation is that workers in our operations, joint ventures and supply chains are not subject to abusive or inhumane practices, such as child labour, forced labour, trafficking, slavery, discrimination, or harassment. Customers, suppliers and employees have access to our externally facilitated whistleblowing helpline, where any concerns can be reported anonymously and will be followed up by specialist investigators.

### **Learning and development**

Vivo Energy believes that all employees should have access to relevant learning opportunities as and when required. In addition to on-the-job learning supported by coaching and mentoring, functional and centrally driven development learning interventions for leadership and management skills are provided. Externally Vivo Energy offers internships to graduates and supports local educational needs where relevant.

### **A safe working environment**

Vivo Energy is strongly committed to ensuring a safe working environment and work practices through policies and management frameworks designed to protect our employees, customers, suppliers, the environment and the communities in which we operate, and which comply with international best practices, standards in addition to local legislation.

### **Respect for the environment**

Vivo Energy appreciates the impact the sale of its products have on the environment and is absolutely committed to disclosing and minimizing that impact. Going forward, we will publish annual reports that explain our initiatives and assess their effectiveness against the model framework set out by the Taskforce on Climate Related Disclosures.

### **Anti-bribery and corruption**

Vivo Energy recognises that corruption undermines the rule of law and confidence within the commercial sector. It impoverishes states and distorts free trade and competition.

Vivo Energy is committed to becoming the most respected energy business in Africa. As part of that commitment VE's objective is to establish an effective Anti-Bribery Management System.

This includes implementing effective measures, procedures and processes designed to prevent, detect and address bribery and corruption.

In the end Vivo Energy strives to become a business that not only has a zero tolerance towards bribery and corruption, but to be an industry leader in their prevention.