

AETERNO FZE

HUMAN RIGHTS STATEMENT / Version: VER.01 / Date: 15OCT2023

Document Title	AETERNO HUMAN RIGHTS STATEMENT
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Document Owner	AETERNO FZE Compliance
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Introduction

Respect for human rights is critical to Aeterno's mission and it guides us in how we treat and train our employees and how we work with our suppliers, intermediaries, and all other relevant entities / individuals which participate in the supply chain. We believe our work can bring about major benefits and improvements to individuals, communities and society. We want to support & contribute to sustainable development of society and enhance our relationship with employees, customers, suppliers, and stakeholders.

Our People

- We treat everyone who works for Aeterno FZE fairly and without discrimination.
- Our employees, customers and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- Aeterno believes in diversity and is committed to providing equal employment opportunity to all qualified persons, regardless of race, religion, sexual orientation or any other protected characteristic.
- We are open and supportive of any means of worker representation and engagement.

Our Activities

- We conduct our activities in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights (UNGPs) and reiterated in the human rights chapter of the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.
- We believe strongly in efforts to combat all forms of criminality and corruption and support international and regional legal frameworks in this regard, including the UN Convention against Corruption.

Our Suppliers

- We set out clear expectations for our suppliers, which includes a commitment to conduct business ethically, lawfully and in conformance with human rights standards.
- We seek to do business only with reputable and trustworthy suppliers and conduct diligence commensurate with potential suppliers' risk profile.
- At a minimum, Aeterno expects its suppliers and their supply chain to comply fully with all applicable laws and regulations in the conduct of their business.
- We also seek to impose appropriate contractual commitments from our suppliers on human rights issues, including with respect to modern slavery, privacy, anti-money laundering, anti-bribery and corruption and international sanctions.
- Whilst our suppliers operate independently in relation to their own activities, we welcome their support to human rights demonstrated by their commitment to Responsible Gold Sourcing & Gold Mining Principles, which specifically talk to Human Rights and Conflict, committing all implementing companies to respect the human rights of their workforce, affected communities and all those people with whom they interact.

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How to raise any concern

If any of the concerned parties are dissatisfied with any of the policies or activities by Aeterno at any stage of the supply chain, they can lodge a complaint with us using any of the following methods:

- Directly call any of Aeterno senior management.
- For queries and assistance please contact your direct supervisor.
- For further assistance please contact the compliance officer: compliance@aeternorefinery.com
- For external contacts please send an email to: info@aeternorefinery.com

Governance

This Statement is issued on behalf of and applies to Aeterno FZE and its direct and indirect subsidiaries. It is incorporated by reference into Aeterno's Code of Conduct.

TRACK CHANGES

No changes