

## 240MW Khizi - Absheron Wind Power Project in Azerbaijan

### Human Rights Policy

Respect for human rights is a fundamental value for the ACWA Power Azerbaijan Renewable Energy Limited Liability Company, owner of the Khizi 3 & Absheron Wind Power Project. We respect and promote internationally recognised human rights as expressed in the International Bill of Human rights, consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. The ACWA Power Azerbaijan Renewable Energy Limited Liability Company also respects the principles and rights set out in the eight International Labour Organisation (ILO) Core Conventions.

Our commitment to ensuring and safeguarding human rights is guided by the following principles:

#### **Non-discrimination**

We provide equality of opportunity and treatment for the purpose of eliminating discrimination based on race, colour, gender, religion, nationality, social status, social origins, age, physical or mental disability or other status of individuals unrelated to the individual's ability to perform work.

#### **Zero Tolerance to Child Labour**

The ACWA Power Azerbaijan Renewable Energy Limited Liability Company has zero tolerance towards the recruitment and use of child labour. This includes the hiring of any persons under 18 years of age to undertake hazardous work in accordance with Azerbaijani national law.

#### **Zero Tolerance to Forced Labour**

There is zero tolerance towards use of forced labour which also includes bonded labour or otherwise. No employee may be compelled to work through force or intimidation of any form, or as a means of coercion or as a punishment.

#### **Freedom of Association & Collective Bargaining**

The Company respects our employees' right to join, form or not join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, we are committed to establishing constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

#### **Working Conditions Including Hours**

All employees will have a written contract of employment with agreed terms and conditions, including notice periods on both sides. All employees are entitled to rest breaks, access to sanitary facilities, potable water and leave days in accordance with the national requirements. Overtime will only be allowed with the consent of the employee and appropriate compensation provided in line with the national labour laws.



### **Fair Wages & Compensation**

We are committed to provide our workers with fair wages which meets the minimum national wages required by law. Employees will also be provided with all their legally mandated benefits and compensated for overtime hours at the rate established by law or at least equal to their regular hourly compensation rate.

### **Health & Safety**

The health and safety of our employees is of the highest importance. Our policy is to provide a safe and healthy working environment that complies with the applicable safety and health laws and regulations, as well as internal requirements. We work to maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks and accidents, injury and health impacts.

### **No Harsh or Inhuman Treatment & Harassment**

We have zero tolerance to disrespectful or inappropriate behaviour, Gender Based Violence & Harassment (GBVH), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH). Any form of harassment will not be tolerated in the workplace or in any work-related circumstances outside the workplace.

### **Community & Stakeholder Engagement**

We are committed to engage with communities where we operate on human rights matters and issues that are important to them such as land rights, land access and compensation. We engage with these communities and vulnerable groups as provided within the Stakeholder Engagement Plan and Livelihood Restoration Plan for the Project.

### **Access to Remedy**

The Company is committed to implement the grievance redress mechanism which establishes a system by which we receive and resolve external stakeholders and employees' grievances and concerns.

This Policy applies to the ACWA Power Azerbaijan Renewable Energy Limited Liability Company and its employees. We also expect our Contractors, Subcontractors and Suppliers to uphold these principles and adopt similar policies within their own operations.

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LLC  
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