



# *Human Rights Policy*

*Adopted by the Board on 12 May 2022*

### Introduction

Africa Oil Corp. (“Africa Oil”) is committed to operating in a socially responsible and transparent manner and values the human rights of its workers and local communities where we operate.

Our goal is to ensure that the activities for which we are responsible respect and protect human rights. We uphold the human rights of all individuals impacted by our operations including employees, contractors and external stakeholders. It is both a moral and business case for ensuring that human rights are upheld across all our assets.

We operate as responsible stewards in compliance with the applicable laws and regulations of the countries in which we operate, and we manage our activities based on international human rights standards, which are understood to be those referred in the:

- United Nations Global Compact
- United Nations Guiding Principles on Business and Human Rights
- Voluntary Principles on Security and Human Rights
- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Labour Organization (ILO) Fundamental Conventions
- International Finance Corporation Performance Standards on Environmental and Social Sustainability

Where national law and international human rights standards differ, we will follow the most stringent standard and where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

### Our Commitments

#### Our Philosophy

- We respect internationally recognized human rights and do not contribute to human rights abuses either directly or indirectly. Local management shall establish objectives to comply with this commitment.
- We promote human rights by ensuring our employees, suppliers, business partners and contractors respect human rights and observe the highest standards of professional integrity as set out in the Company Code of Business Conduct.
- We respect the human rights of our employees by providing a safe and sound working environment, and having an open dialogue with our employees, workers and external stakeholders who could potentially be affected by our actions either directly or indirectly. We pay keen attention to the most vulnerable who are at greater risk of human rights abuse.

### Risk Assessment

- We recognize the importance of identifying and addressing any actual or potential human rights impacts which we may be involved directly or indirectly through activities or our business relationships. Towards these ends, we carry out a due diligence prior to any new investment and encourage reporting of any perceived violations under our Whistleblower Policy.
- We incorporate consideration of human rights into environmental and social impact assessments, to identify, evaluate and address the human rights impacts of our operations.
- We avoid involuntary resettlement of individuals and/or communities, but if this is not possible, we ensure our operating activities are aligned with the principles outlined in International Finance Corporation Performance Standard 5.

### Employment

- We do not tolerate any discrimination, harassment or physical assault in the workplace.
- We base employment on the principle of equal opportunity and fair treatment with no discrimination.
- We treat all employees and contractors fairly.
- We do not tolerate the use of forced or child labour and we use commercially reasonable means to ensure contractors and suppliers address these issues.
- Employees have the freedom of association to join legal and non-prohibited organizations of their own choosing.
- We provide a complaint and grievance mechanism for internal and external use.

### Implementation and Monitoring

- We ensure that working conditions and terms of employment are clearly documented and communicated to all employees.
- We will provide appropriate training for implementation of this Policy.
- We will develop an appropriate management system to implement this Policy, and measure performance as part of a process of continuous improvement.

### Governance

#### Application

This Policy applies to all staff at Africa Oil and our Operated Assets, including our contractors and sub-contractors.

Where we do not have operational control, we encourage, support and work with our operating partners to the extent possible to act in a manner consistent with the commitments set out in this Policy.

This Policy will be reviewed on a regular basis to ensure that it continues to promote and uphold human rights throughout our activities.

#### Accountability

Africa Oil's Vice President of ESG has overall responsibility for the implementation and enforcement of this policy.

Senior leadership within Africa Oil and its subsidiaries are accountable for the implementation of, and adherence to, this Policy.