



# HUMAN RIGHTS POLICY

At NESA Energy LLC, we are committed to conducting our operations in a manner that respects and promotes human rights in all aspects of our operations. This policy outlines our approach to ensuring that our business activities uphold the dignity, equality, and rights of all individuals.

## Our Commitments

1. Respecting internationally recognized human rights as outlined in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and relevant local laws and regulations in countries where we operate.
2. Promoting a workplace free from discrimination, harassment and abuse, supporting freedom of expression and privacy for our employees, subcontractors and clients.
3. Ensuring fair labour practices, including safe working conditions and reasonable working hours.
4. Avoiding complicity in human rights abuses, including forced labour, child labour and exploitation.
5. We will respect the right to privacy and ensure transparent data collection, storage and usage practices of employees, subcontractors and clients.

## Leadership and Responsibility

This policy is endorsed by the top management of NESA Energy LLC and is reviewed periodically to ensure it remains relevant and effective. We hold every employee accountable for adhering to and respecting this policy. Employees and external stakeholders can report concerns anonymously via [email/contact form]. All reports will be reviewed promptly and addressed with fairness and confidentiality.

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Roger Antonsen  
Executive Chairman, NESA Energy LLC  
01 Aug. 2025

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