



HUMAN RIGHTS POLICY

East African Crude Oil Pipeline (EACOP) commits to respect human rights and applicable laws in all of our activities and to implement the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact Principles, the OECD Guidelines for Multinational Enterprises, the fundamental conventions of the International Labour Organization and the Voluntary Principles on Security and Human Rights.

This human rights policy aims to define EACOP human rights commitments for the benefit of both internal and external stakeholders.

EACOP COMMITS IN ALL OF OUR ACTIVITIES TO:

- Respect human rights in carrying out our business activities.
- Conduct ongoing human rights due diligence using a risk-based approach identifying, assessing, acting, tracking and communicating on human rights risks and impacts related to EACOP activities, including paying attention to the rights of vulnerable people and groups that are recognized as indigenous peoples according to international standards, meaning the Maasai, Akie, Barabaig and Taturu.
- Be sensitive to gender and actively promote the representation, participation and development of women in carrying out our business activities.
- Maintain a comprehensive stakeholder-engagement process including information sharing, meaningful and inclusive consultation and dialog with stakeholders who can freely express their concerns.
- Engage in specific consultation in a way that is culturally appropriate, timely and respectful with local communities directly affected by our activities and incorporate stakeholder concerns and feedback when appropriate.
- Provide access to remedy for impacted stakeholders through the implementation of grievance mechanisms aligned with the UNGP effectiveness criteria.
- Ensure that working conditions and remuneration of EACOP employees preserve human dignity and seek that our (sub)contractors and suppliers apply the same. This includes provision of a healthy and safe workplace where workers are protected from accidents, injuries and work-related illnesses.
- Prohibit:
 - Discrimination based on origin, gender, age, disability, gender identity or affiliation
 - Any form of harassment
 - Forced or compulsory labour
 - Child labour.
- Respect the rights for freedom of speech, expression, access to information, association, collective bargaining, freedom of thought, conscience, and religion.
- Recognize the important role of human rights defenders (as defined in the UN Declaration on Human Rights Defenders of 1998) in the promotion and protection of human rights. We do not tolerate any threats, intimidation, harassment, or violence against those exercising their human right to freedom of expression, protest or assembly in relation to our business or activities. We take seriously any allegations of reprisals.
- Promote the Voluntary Principles on Security and Human Rights during engagement with any public security forces and implement them while using private security providers.
- Express to host governments and other stakeholders our commitment to respect human rights. Where there is a difference between a legal requirement and this human rights policy, we seek to respect the principles of internationally recognized human rights to the greatest extent possible in the circumstances.
- The implementation of this policy is subject to periodic review by a dedicated Committee and updating in line with our commitment to continual improvement.

This policy applies to all EACOP personnel. We encourage our business partners and contractors to act in a manner consistent with the principles set out in this policy. We actively promote human rights awareness and respect with our business partners, including by adopting and incorporating appropriate legal and contractual frameworks, training, and the promotion of multi-stakeholder actions where appropriate.

A handwritten signature in black ink, appearing to read "M Tiffen".

Martin Tiffen

EACOP Managing Director

Date

28/2/2022