INDIKA ENERGY



Third Party Engagement Policy

Purpose

Our suppliers, including contractors, vendors, and service providers play a vital role in helping us to fulfill our commitment performing business in a manner that is responsible, transparent and respects the human rights of all. We will only succeed if we collaborate and are able to build trust together.

The Third Party Engagement Policy underpins our expectations of our suppliers, including contractors, vendors, service providers and contingent labor ("suppliers"), as well as their employees and suppliers. We want our suppliers to strive for sustainability in their supply chain, and innovation and excellence in their delivery.

Scope

This Third Party Engagement Policy is relevant to all third parties under Indika Energy's direct supervision, working for Indika Energy and its subsidiaries. We assert our influence over joint ventures that we do not control or operate, to encourage them to act in a manner consistent with the intent of this Policy.

Our Commitments

- Undertake appropriate due diligence of our existing and potential suppliers to ensure compliance with the expectations detailed in this policy
- Communicate our expectations to all of the third parties we work with, including our suppliers and business partners
- Encourage our suppliers to share and apply the expectations detailed in this policy with their own supply chain

Details

Ethical conduct

Compliance with prevailing laws and regulations is a critical part of doing business ethically. Business ethics and integrity are fundamental values at Indika Energy.

We expect our suppliers to:

- Promote transparency and accountability in the conduct and administration of business, including having in place effective processes and procedures to proactively prevent:
  - Bribery and corruption
  - Money laundering
  - Criminal tax evasion
  - Anti-competitive practices
- Not solicit, accept, offer, provide or authorize bribes of any sort either directly or indirectly, including inappropriate provision of gifts and/or entertainment to Indika Energy personnel or third parties representing Indika Energy
- Avoid conflict of interests and take steps to declare and manage any conflicts, including in respect of their employees

- Ensure their workforce and associated communities have access to grievance mechanisms for the confidential raising of concerns without fear of retaliation.

Environment

We are fully committed to conducting our business with care and respect for the environment, and systematically managing risks to drive sustainable business growth.

We expect our suppliers to:

- Comply with all applicable laws and regulations to protect the environment
- Maintain all legally required environmental permits, licenses, approvals and other certifications
- Improve their efficiency of energy, water and natural resource usage and their overall environmental performance
- Responsibly manage their air emissions, water quality and handling of hazardous materials
- Have appropriate policies and controls to effectively manage their environmental performance

Labor rights

Our workforce is fundamental to our success, which is reliant on our ability to attract and retain the best talent.

We expect our suppliers to:

- Provide a workplace which is free from harassment, intimidation, inhumane treatment and discrimination based on age, gender, socioeconomic status, national or ethnic origin, religious or political beliefs, and physical ability.
- Offer fair remuneration as well as acceptable living and working conditions.
- Implement maximum working hours to prevent its workforce from working unreasonable hours beyond legal limits or without appropriate breaks and defined leave periods.

Human rights

At Indika Energy, we take very seriously our commitment as a responsible member of society to respect human rights in everything we do, as well the labor rights of our workforce, who plays a fundamental role in our success. We encourage all our suppliers to join us in supporting the United Nations Universal Declaration of Human Rights.

We expect our suppliers to:

- Respect the human rights of our workforce, business partners, societies in which we live and work, and others that may be affected by our activities.
- Ensure all work is conducted voluntarily, without use of forced or compulsory labour, human trafficking, child labor, slavery or servitude.
- Recognize and uphold workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.

- Provide a workplace which is free from harassment, intimidation, inhumane treatment, and discrimination based on age, gender, socioeconomic status, national or ethnic origin, religious or political beliefs, and physical ability.
- Offer fair remuneration as well as acceptable living and working conditions.
- Implement maximum working hours to prevent its workforce from working unreasonable hours beyond legal limits or without appropriate breaks and defined leave periods.
- Identify, avoid, minimize, or mitigate and remedying any human rights impacts on communities.

Health and safety

The success of our business is dependent on maintaining a safe and healthy workplace, so we expect our suppliers to take a proactive, preventive approach toward health and safety to establish a positive safety culture.

We expect our suppliers to:

- Provide a safe and healthy working environment for employees and subcontractors including provision of appropriate personal protective equipment.
- Conduct regular training and awareness programs on health and safety.
- Take all practical and reasonable measures to eliminate workplace fatalities and injuries.

Communities

Our activities can make a significant contribution to the national and local economies where we operate. We recognize our responsibility to minimize any negative impact from our activities and to support sustainable development and growth.

We expect our suppliers to:

- Treat members of the local communities with dignity and respect
- Build respectful relationships and communicate openly with local stakeholders to understand and address any concerns

Additional Resources
Environmental Policy
Human Capital Policy
Human Rights Policy
Health & Safety Policy
Anti-Bribery Policy
Indika Energy Code of Business Conduct

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This policy has been approved by the Board of Directors of Indika Energy.