

HUMAN RIGHTS STATEMENT

We believe it's our responsibility to respect and uphold the human rights of our people and any other individuals we are in contact with, either directly or indirectly. Our unwavering commitment to human rights is demonstrated through our actions, our involvement in voluntary initiatives like the UN Global Compact

We work to guard against complicity in human rights abuses, comply with applicable labour and employment laws, and draw on internationally recognised labour principles in how we do business. Our approach to human rights is already well integrated into our existing business practices, for example as part of our Human Capital, Procurement, Ethics & Compliance and Corporate Responsibility activities.

This Statement applies to all of us. When we say "we", "our" or "us" we are referring to all of us at ESSA Sales and Distribution. Where appropriate, we will also encourage our suppliers to respect this Statement.

Principles:

We will:

- Seek to avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts if they do occur in a timely and appropriate manner.
- Seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products and services through our business relationships.
- If we identify that we have caused or contributed to adverse human rights impacts, provide for or cooperate in their remediation through legitimate processes.
- Continue to look for ways to support the promotion of human rights within our operations and our sphere of influence.

Eugen Saulea

CEO ESSA Sales & Distribution

