



OUR POLICY

Yellow Door Energy is driven by a fundamental commitment to create a customer and employee experience that is second to none. This commitment inspires our dedication to delivering extraordinary products and services in a high quality, safe and environmentally responsible manner.

Yellow Door Energy recognizes that delivering extraordinary Quality, Health, Safety, Social & Environmental performance - and achieving our ultimate objective of zero incidents - is the responsibility of management, with the active engagement and support of all employees, via our QHSSE Management System.

Yellow Door Energy recognises that the protection of labor rights and the respect to human rights are basic to societal progress and fundamental to enduring business success, and as such, one of our sustainability guiding principles. We fulfill our social responsibility by ensuring fair and ethical working practices while contributing to value creation through development and investment within the communities where we operate.

This Policy sets out our genuine and lasting commitment for the protection of labor and the respect for human rights as guided by the International Labor Organization (ILO) and the United Nations (UN) Conventions, UN The Universal Declaration of Human Rights, as well as the principles underpinning the Sustainable Development Goals (SDGs) and United Nations Global Compact (UNGC). Yellow Door Energy promotes ethical and responsible social behavior in line with the principles and commitments set out in this Policy throughout the whole value chain.



Safety signs in 3 languages - English, Arabic and Hindi - at Yellow Door Energy's construction sites in the United Arab Emirates

The Yellow Door Energy Senior Management Team embraces these responsibilities and the following commitments:

- Company leadership is responsible and accountable for Quality, Health, Safety, Social & Environmental performance.
- Company leadership shall clearly define, document, and communicate our Policy, Strategy and Objectives to continually improve the effectiveness of our business management systems.
- Company leadership establishes & maintains the resources necessary to implement & continually improve this policy.
- Company leadership identifies & provides the necessary safety & regulatory training/development for our employees.
- Company leadership develops & maintains systems to protect the Health & Safety of our employees, customers & contractors.
- Company leadership ensures all applicable legislation, or industry standards, are complied with or exceeded.
- Company leadership promotes environmental awareness & provides training to our employees while encouraging them to work in an environmentally responsible manner.
- Company leadership develops & maintains appropriate emergency & spill response programmes where significant health, safety or environmental hazards exist or where required by legislation.
- Company leadership shall ensure resources are available to maintain our equipment, facilities and operations such that they are compliant to, or exceed, legislative and quality assurance standards.
- All employees are responsible for working in a safe manner, ensuring health and safety hazard control measures are utilized, and unsafe acts and conditions are immediately reported.
- All employees protect the environment & communities where we live & work by pollution prevention, waste minimization, wise use of natural resources & continual improvement.
- All employees promote efficient use of materials & resources throughout our projects including water, electricity, raw materials & other resources, particularly those that are non-renewable.
- Company leadership recognizes outstanding QHSSE performance by our employees.
- Company leadership prioritizes suppliers & contractors who provide products & services in a manner that demonstrably supports this policy.
- Company leadership shall determine, assess and monitor the Quality, Health, Safety, Social and Environmental impact of our operations targeting more efficient and effective performance through continual improvement.
- Company leadership conducts a review of this policy annually to determine its ongoing suitability for our organization.
- To encourage the ethical values of respect for diversity, equal opportunities, social inclusion, dignity, freedom of expression and non-discrimination as per the behavioural guidelines in our Code of Conduct;
- To establish mechanisms to safeguard that terms of employment and associated working conditions throughout our operations are in line with international best practice and applicable legal framework;
- To facilitate a fully functional grievance mechanism which is culturally appropriate, readily accessible and allowing for confidentiality, with no retaliation, at no cost and without retribution;
- To support the 'duty to protect', 'responsibility to respect and the 'access to remedy' of internationally recognized human rights and freedoms throughout our activities in line with the UN Guiding Principles on Business and Human Rights, by developing systems and adopting measures for the prevention, identification and mitigation of risk situations of human rights abuses;
- To define social indicators, objectives and targets and actively measure the performance of our activities against those through reporting systems, internal inspections and external audits, as well as, to seek opportunities for improvement and for implementing feasible and practical actions that enhance overall labor and human rights compliance of our operations;
- To foster a culture of adoption of those principles among our stakeholders making a positive contribution to the realization of human rights in ways that are relevant to our business, and to require our business partners to abide by those;
- To maintain a constructive and responsive relationship with the local communities where we operate, and wider stakeholder groups based on stakeholder engagement and access to relevant information;
- To contribute to value creation within the local communities where we operate through a range of social development and investment initiatives, primarily focused in the educational sector and more vulnerable groups;
- To endeavour to strengthen our corporate governance system and hold firmly to the principles set out in our Code of Conduct, which are the backbone to our business model and decision-making chain, maintaining a corporate culture based on integrity and ethics.

Our social commitments are promoted through:



The effective communication of the principles of protection of labor rights and respect for human rights at all levels of the organisation from top management through to employees across different geographies, as well as internal and external stakeholders, to promote responsible behavior; and



An integrated and proprietary management system developed in line with good international industry practice (GIIP) that enables effective management and continuous improvement of our social performance and which implementation contributes to determining operational, strategic and investment decisions.

Compliance with this policy and our QHSSE management system is critical to Yellow Door Energy's long-term business success because it reduces risk and adds value to the products and services we offer our customers.



Walking the talk on safety: The senior management team at Yellow Door Energy at an accredited training session for working at heights.

SIGNATURE:

JEREMY CRANE
CEO & Co-Founder
Yellow Door Energy

DATE: March 22, 2021