EVN Human Rights Policy

1 Anchoring human rights in the EVN Code of Conduct

The EVN Code of Conduct contains our principles and guidelines for acting responsibly and with integrity. EVN hereby commits to respecting human rights[1] and ethical principles.

10 Principles of the UN Global Compact

For several years, EVN is committed to upholding the principles of the UN Global Compact. We are committed to full compliance with human rights at all our sites and, in particular, firmly reject any form of child and forced labour. We also expect this from our business partners and suppliers. The 10 principles of UN Global Compact are the foundation for our Code of Conduct, which must be adhered to by every EVN employee.

International field of tension

As an internationally active company, we are also present in countries with a less strong understanding of human rights issues. Notwithstanding the primary responsibility of governments to ensure human rights, we see it as our responsibility to use appropriate opportunities to promote respect for human rights outside our immediate sphere of influence.

2 Compliance with human rights and minimum safeguards in accordance with Art. 18 Taxonomy Regulation

EVN is committed to compliance with the minimum safeguards pursuant to Art. 18 of the Taxonomy Regulation. The aim of the Taxonomy Regulation is a uniform system for classifying ecologically sustainable economic activities. In addition to the six environmental objectives and the evaluation criteria in the sense of a non-detriment of one objective for another objective ("do no significant harm"), (social) minimum safeguards are provided as a third essential requirement.

International framework

The following regulations form the basis for this:

- → OECD Guidelines Multinational Enterprises
  - Human rights
  - Employment and relations between the social partners
  - Combating bribery, demands for bribes, and Extortion of bribes
- → United Nations Guiding Principles on Business and Human Rights
- → International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work (eight core conventions)
- → International Charter on Human Rights

Human rights and employment

In the context of employment, we respect human rights to avoid negative impacts in our own activities and in business relationships. EVN principles are oriented towards the "Declaration on Fundamental Principles and Rights at Work" issued by the ILO. Our principles include:

- → Freedom of association (trade unions, representative bodies)
- → Right to collective bargaining
- → Exclusion of forced labour, compulsory labour, slavery and child labour
- → Protection against discrimination
- → Assurance of occupational safety and health

[1)] Universal Declaration of Human Rights (A/RES/217, UN Doc. 217/A-(III))

3 Ongoing management of human rights

A structured process in the EVN Group is in place for implementation and monitoring of adherence to human rights. Organisational units perform the following essential tasks within the scope of their competence and responsibility:

- → Ongoing treatment of human rights in the context of ESG (Environment, Social & Governance)
- → Ongoing implementation by the process owners and/or persons in charge of the respective organizational unit
    - o regular and ad hoc monitoring of the processes
    - o exercise of essential controls and continuous implementation of improvements in relation to minimum social standards
    - o active management and monitoring of the supply chain
    - o ad-hoc and periodic recording of significant risks and risk inventory in accordance with NaDiVeG (law on sustainability & diversity)
    - o monitoring of the ESG with regard to occupational safety
    - o optimisation and updating of organisational regulations regarding human rights (operation and organisation) for key organisational units
- → Integration of human rights into stakeholder dialogue and sustainability reporting
- → Establishing grievance mechanisms where individuals and groups from own workforce or within our supply chain can raise concerns about adverse impacts
- → Ensuring adequate communication and awareness building on human rights
- → Functional inclusion of human rights into EVN's compliance management system