At Premier Energies we are committed to the principles of sustainable development including protecting and respecting human dignity. We will conduct our business in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer and we will respect the human rights of all our stakeholders, in alignment with the United Nations Declaration on Human Rights & International Labour Organization (ILO) standards.

Premier Energies` will:

- be compliant with labour laws of the country in which we operate and ensure that our employees and business partners (contractors) are fairly and reasonably paid and remuneration structure is compliant with statutory obligations of the jurisdictions in which we operate;
- promote fair working conditions and uphold human rights aligned with national regulations and international expectations and conventions;
- do our utmost to avoid being complicit in adverse human rights impacts, including benefitting from the human rights violations caused by others;
- include human rights-related requirements within contractual arrangements with business partners and host governments;
- conduct human rights due diligence into relevant business processes and before undertaking new acquisitions, activities or contractual engagements;
- have zero tolerance for any form of forced, compulsory or child labour either directly or through contracted labour;
- recognise and respect employee rights to associate freely and to collective bargaining;
- be an equal opportunity employer and treat all employees with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, sexual orientation, age or disability;
- respect and preserve the culture and heritage of local communities including socially vulnerable groups that may be impacted by our operations and work towards developing a constructive relationship with such groups;
- work with government agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situations while protecting our people, equipment and assets.

This policy is part of the Premier Energies` Sustainability Framework and each Premier Energies ` business shall implement this policy and its related technical and performance standards. Business leaders will be held accountable for human rights related performance and line managers are responsible for the full implementation of the related human rights standards. We will measure and report performance on a periodic basis including the sharing of good practices throughout the organization. The content and implementation of this policy will be reviewed periodically.

The Organisation give its full support & commitment to all employees to achieve the objective of Human Rights policy.