At Premier Energies, our dedication extends beyond business success to fostering social well-being and contributing to communities. Our commitment to upholding human dignity is integral to both our business philosophy and operations. We pledge to conduct our business fairly and equitably, fulfilling our social responsibilities as both a direct and indirect employer, while also respecting the rights of our stakeholders.

Premier Energies` will:

- Ensure Compliance: Comply with or surpass legislative requirements in all jurisdictions where we operate. Develop systems to identify, manage, and mitigate risks and adverse impacts on communities and the environment.
- Minimize Resettlement: Strive to avoid involuntary resettlement whenever feasible. Consider displacement only when business requirements make it unavoidable. Adopt and implement the best possible measures to restore and potentially improve the quality of life and standard of living for displaced persons and communities.
- Promote Growth with Responsibility: Foster leadership, learning, and growth to deliver value to the organization and society in a socially responsible manner. Provide resources to meet social responsibility objectives and targets.
- Respect Human Rights: Respect the social, economic, cultural, and human rights of communities. Seek broad-based support for our operations by consulting and informing stakeholders in matters that affect them.
- Transparent Communication: Regularly communicate with stakeholders on social performance in an accurate, transparent, and timely manner.
- Embrace Sustainable Development: Adopt sustainable development as an integral part of the business plan. Establish appropriate institutional structures to plan and implement community development initiatives, prioritizing local needs and ensuring long-term sustainable benefits to communities."

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 social performance and line managers are responsible for the full implementation of the related social performance 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 Social policy.