

At Wellkin Energy, we are committed to respecting human rights and contributing positively to the communities where we operate. In line with international standards and the principles of the oil and gas industry, we recognize our responsibility to conduct business ethically, fairly, and sustainably.

**Human Rights Commitment:**

- We respect the dignity, rights, and freedoms of all individuals, as outlined in the United Nations Universal Declaration of Human Rights.
- We oppose all forms of forced labor, child labor, human trafficking, and discrimination based on race, gender, nationality, religion, or other protected characteristics.
- We are committed to providing a safe, healthy, and inclusive work environment where every employee is treated with respect.

**Social Responsibility:**

- We engage with local communities respectfully, seeking to understand and address their concerns.
- We support initiatives that promote education, health, environmental protection, and economic development in regions where we operate.
- We conduct our operations in a manner that minimizes environmental impact and respects local cultures and traditions.

**Business Ethics:**

- We require our employees, contractors, and suppliers to uphold these human rights and social responsibility principles.
- We maintain a zero-tolerance approach toward any violations of human rights within our operation.



Hrishikesh Bagade  
Chief Executive Officer  
Wellkin Energy

Released on 01<sup>st</sup> June 2023

Human Right & Social Responsibility Policy WLK009