TOURNEE 1 SOLAR

Human Rights Due Diligence

1. Executive Summary

1.1. Purpose of the assessment

Red Rocket has commissioned this Human Rights Due Diligence (HRDD) to identify, assess and address actual and potential human rights impacts associated with the Tournee Solar Cluster during its construction phase. The assessment was undertaken in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), and was informed by the International Finance Corporation (IFC) Performance Standards, the Equator Principles, and applicable South African legislation.

The objective of the assessment was to evaluate how project activities at Tournee Solar might affect the human rights of workers, contractors, surrounding communities and other stakeholders; to identify areas of good practice and potential concern; and to provide practical recommendations to strengthen the project's human rights performance.

1.2. Methodology

The assessment was conducted using a mixed-methods approach comprising document review, stakeholder consultations, worker interviews, and site observations. A two-day site mission was carried out in June 2026.

Consultations were held with Red Rocket personnel, representatives of the engineering, procurement and construction (EPC) contractor, personnel responsible for human resources, occupational health and safety, stakeholder engagement, economic development, and community representatives. Confidential interviews were also conducted with nine workers employed by a range of sub-contractors, and direct observations were undertaken across multiple active work areas on the Tournee Solar site.

The assessment focused largely on labour conditions and employment practices, worker welfare, occupational health and safety, grievance mechanisms, treatment of workers, gender and inclusion, community relations, local economic participation, and security-related issues. The assessment considered both *actual* impacts currently affecting workers and communities, and *potential* impacts that may emerge as the project enters a period of significant workforce expansion over the coming months.

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1.3. Overall assessment

The assessment found that Tournee Solar Cluster has established many of the systems and processes expected of a project of this nature, including structured recruitment procedures, bargaining council arrangements, occupational health and safety systems, stakeholder engagement processes, worker welfare measures, and worker and community grievance mechanisms.

The assessment did not identify any severe or widespread adverse human rights impacts at the time of assessment. Overall, the project demonstrates broad alignment with international human rights standards and applicable South African legal requirements.

However, a number of human rights risks were identified that warrant management attention. These risks relate to employment contracts and worker understanding of employment conditions, implementation of overtime and leave arrangements, worker awareness of and confidence in grievance mechanisms, accessibility of sanitation, rest and welfare facilities, gender inclusion, and community tensions associated with procurement opportunities.

Importantly, the project is entering a period of significant workforce expansion. At the time of assessment, approximately 401 workers were employed on site. Workforce numbers are expected to increase substantially over the coming months, reaching an anticipated peak of approximately 3,000 workers around August to October 2026. This expansion is likely to place additional pressure on existing management systems and to increase both the likelihood and severity of identified risks, if not proactively managed.

1.4. Conclusion

Overall, the assessment found that the Tournee Solar Cluster demonstrates a broad commitment to responsible business conduct and has established many of the systems expected of a project of this nature. No severe or widespread adverse human rights impacts were identified at the time of assessment.

Nevertheless, the assessment identified several areas requiring strengthened implementation and oversight. The forthcoming workforce expansion represents the most significant risk factor facing the project and has the potential to amplify existing challenges if management systems are not adapted accordingly.

With targeted improvements, strengthened contractor oversight, and continued attention to labour conditions, worker welfare, grievance mechanisms, community relations and workforce inclusion, the project is well positioned to manage human rights risks effectively and to maintain positive outcomes for workers and surrounding communities throughout the remainder of the construction phase.