



HUMAN RIGHTS POLICY

Corporate Policy Manual

Entity: EMES Ventures Inc.
Applicable to Oil & Gas Operations
Issued by: Board of Directors
Effective Date: February 2nd, 2024
Version: 1.0



1. Purpose

The purpose of this Human Rights Policy is to establish the principles and commitments through which EMES Ventures Inc. conducts its business activities in a manner that respects and promotes fundamental human rights.

EMES Ventures Inc. recognizes that businesses have a responsibility to respect human dignity and to operate in a way that avoids causing or contributing to adverse human rights impacts. Through this policy, the company commits to promoting ethical conduct, fair treatment, and responsible practices in its operations and business relationships.

This policy reflects the organization's commitment to responsible business practices and aligns with internationally recognized human rights principles.

2. Scope

This policy applies to all operations, projects, partnerships, and business relationships of EMES Ventures Inc.

It applies to employees, directors, contractors, consultants, suppliers, and third parties acting on behalf of the company.

The principles set forth in this policy shall guide decision-making in operational, commercial, and strategic activities.

3. Commitment to Human Rights

EMES Ventures Inc. is committed to conducting its business activities with respect for internationally recognized human rights.

The company seeks to operate in a manner that respects the dignity, rights, and well-being of individuals and communities that may be affected by its operations.

EMES Ventures Inc. expects all individuals associated with the organization to uphold these principles and to conduct themselves in a manner consistent with ethical and responsible business conduct.

4. Prohibition of Forced Labor and Modern Slavery

EMES Ventures Inc. strictly condemns all forms of forced labor, modern slavery, human trafficking, and any form of involuntary labor.



The company does not tolerate practices that restrict the freedom of individuals or exploit workers through coercion, intimidation, debt bondage, or other forms of forced labor.

Employees and business partners are expected to comply with this commitment, and any indication of forced labor practices within the company's operations or supply chain shall be treated with seriousness and addressed appropriately.

5. Prohibition of Child Labor

EMES Ventures Inc. strictly prohibits the use of child labor in any of its operations or business relationships.

The company supports the protection of children and promotes responsible labor practices that ensure individuals employed in its operations meet the applicable legal working age requirements.

The organization expects its partners and suppliers to uphold similar standards and to avoid practices that exploit or endanger children.

6. Non-Discrimination and Equal Opportunity

EMES Ventures Inc. promotes a workplace culture based on fairness, respect, and equal opportunity.

The company does not tolerate discrimination based on race, color, gender, age, nationality, religion, disability, sexual orientation, or any other protected characteristic.

Employment decisions within the organization are based on merit, qualifications, and professional performance.

7. Gender Equality

EMES Ventures Inc. supports gender equality and the fair treatment of all individuals.

The company seeks to promote an inclusive workplace environment where individuals are treated with dignity and respect and where opportunities for professional development are available to all.

EMES Ventures Inc. encourages equal participation and recognizes the importance of diversity in strengthening organizational performance and decision-making.

8. Respectful Workplace

EMES Ventures Inc. promotes a professional environment free from harassment, intimidation, or abusive conduct.

All individuals within the organization are expected to interact respectfully and maintain professional standards in their interactions with colleagues, partners, and stakeholders.

9. Responsible Supply Chain

EMES Ventures Inc. recognizes that respect for human rights extends beyond its internal operations.

The organization encourages its suppliers, contractors, and partners to adhere to responsible labor and human rights practices and to operate in a manner consistent with the principles established in this policy.

10. Risk Awareness and Monitoring

The company seeks to identify and manage potential human rights risks that may arise in its operations or business relationships.

Where risks are identified, appropriate measures may be implemented to mitigate potential adverse impacts.

11. Reporting Concerns

Employees and partners are encouraged to report concerns related to potential human rights violations.

Reports shall be reviewed and addressed in accordance with the company's compliance and governance procedures.

12. Compliance

Failure to comply with this policy may result in disciplinary action, termination of contractual relationships, or other appropriate measures.

13. Continuous Improvement

EMES Ventures Inc. is committed to periodically reviewing its practices and policies to strengthen its approach to human rights and responsible business conduct.



14. Effective Date

This Human Rights Policy becomes effective upon approval by the Board of Directors and shall apply to all current and future operations of EMES Ventures Inc.

