

# Global Human Rights Policy

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Technip Energies believe that everyone is entitled to honest, fair and courteous treatment and we do not tolerate any form of modern slavery. We are committed to conducting our operations in a manner that respects the rights and dignity of those working within or affected by our business activities.

This policy is guided by the international human rights principles set out in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organisation (ILO) Conventions. We are committed to uphold the internationally recognised human rights, in the following 5 focus areas:

## 1. Ethical recruitment

- Engaging in ethical recruitment practices and upholding fair employment practices
- Prohibiting any form of forced labor, human trafficking and illicit forms of child labor

## 2. Fair labour practices:

- Ensuring fair labor practices and complying with all applicable laws regarding employment, working hours and wages and protecting the rights of migrant workers
- Developing an equal opportunity employment environment that is free from any form of discrimination, harassment or violence and promoting a diverse and inclusive workplace
- Respecting our employees' rights to freedom of association and collective bargaining
- Protecting those who can either directly or indirectly be affected by our business activities by maintaining a safe, healthy and secure workplace

## 3. Right to effective remediation

- Encouraging employees and others to report concerns and ensuring remediation is implemented as appropriate
- Promoting a zero-tolerance policy on retaliation against anyone for reported suspected violations of our policies or Code of Business Conduct

## 4. Community engagement

- Contributing to local communities' development

## 5. HSE and security engagement

- T.EN is committed to the Health, Safety, Environment and Security (HSES) of all those who can either directly or indirectly be affected by our business activities

We are committed to continuous improvement as we develop our human rights program. We assess potential human rights impacts from our activities and business relationships and aim to apply effective prevention and mitigation actions as appropriate.

Compliance with this policy is the responsibility of all management, employees and contracted personnel. We expect our suppliers, subcontractors and business partners to follow the principles of this policy when working for or together with us, as reinforced by Technip Energies [Code of Business Conduct](#) and [Suppliers and Subcontractors Integrity](#) expectations.

Where applicable laws or local requirements prohibit us from upholding this policy, we will seek alternative ways to respect human rights principles.

A handwritten signature in black ink, appearing to read 'Arnaud Pieton'.

**Arnaud Pieton**  
Chief Executive Officer  
December 2023