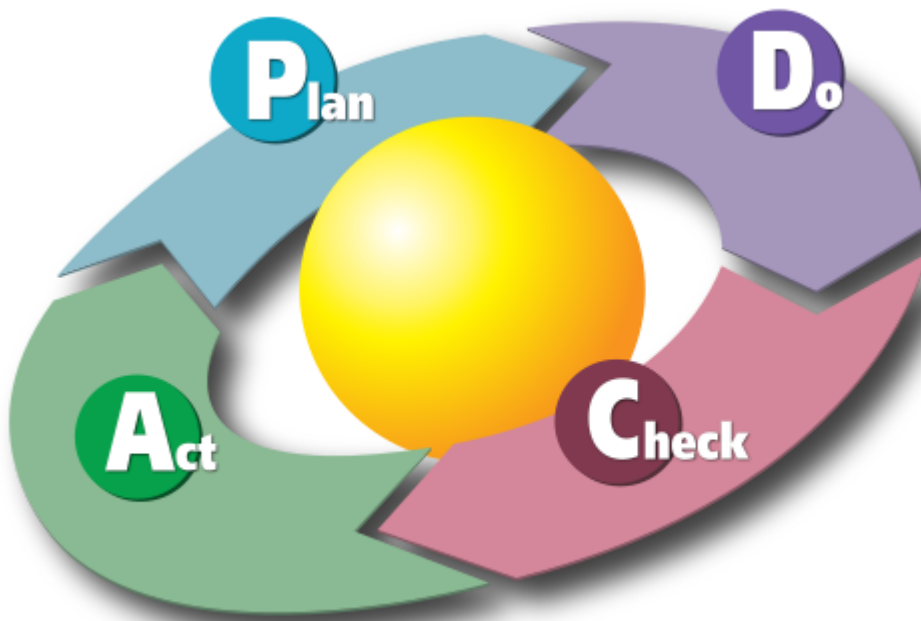


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# Integrated Management System

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## **POLICY**

### Human Rights

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<b>NEXTGEO Ref</b>	PLC-HR-08-GR		
<b>Revision</b>	0	<b>Issued by</b>	QHSE
<b>Data</b>	21/12/2023	<b>Checked by</b>	EXE/HR
<b>Description</b>	Approved	<b>Approved by</b>	CEO

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As an international turn-key geoscience and engineering service provider, NextGeo operates in the energy, infrastructure, and utilities markets and offers a wide range of technical support services, science, and technology in the fields of industrial oceanography activities and marine science, with special focus on renewables.

Next Geosolutions serves clients around the world, working to achieve our purpose: to build trust in society and solve important problems. That's why we seek to act in accordance with internationally recognised human rights and standards making them integral to the way we operate. We're working to guard against being complicit in human rights violations and to uphold the human rights of our people and any other individuals that we're in contact with, either directly or indirectly.

Our Human Rights Policy applies to all Next Geosolutions staff and cloud of stakeholders and partners. We also expect our subcontractors and external providers to respect and adhere to this policy. We therefore will:

- seek to avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts, if they do occur, in a timely and appropriate manner.
- seek to prevent or mitigate adverse human rights impacts that are directly related to our operations and services through our business relationships.
- provide for, or cooperate in their remediation through legitimate processes, if we identify that we have caused or contributed to adverse human rights impacts.
- continue to look for ways to support the promotion of human rights within our operations and our sphere of influence.

Based on and strictly adhering to the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, and in line with Next Geosolutions Sustainability (PLC-BUS-02-GR) and other reported HR-IMS policies, we hereby commit on:

- **Child Labour:** Next Geosolutions will not use child labour and will comply with all relevant laws in this regard. We do, however, support legitimate workplace apprenticeships, internships and other similar programmes that comply with the applicable laws and regulations.
- **Modern slavery:** Next Geosolutions will not use forced, bonded or involuntary labour, and workers are not required to lodge 'deposits' or identity papers with the firm and can leave after giving reasonable notice, with all wages owed to be paid. We have a zero-tolerance approach towards human trafficking.
- **Health, Safety and Hygiene:** in line with PLC-IMS-02-GR (Health and Safety) policy, all Next Geosolutions workers will work in an environment that is both safe and healthy.
- **Discipline:** in line with PLC-HR-04-GR (Harassment and dignity at work) policy, Next Geosolutions prohibits physical abuse or discipline, the threat of physical abuse, sexual or other



harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance procedures are clearly documented and communicated to all employees. All disciplinary measures of a serious nature are recorded and actioned.

- Working Hours: in line with PLC-HR-06-GR (Fitness for Duty) policy, Next Geosolutions will ensure that working hours are reasonable and comply with the relevant and applicable law and industry standards.
- Equality of Treatment: in line with PLC-HR-05-GR (Equality, Diversity and Inclusion) policy, Next Geosolutions is fully committed to eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability or social origin and to promoting equality of opportunity and treatment.
- Employment terms: Next Geosolutions will provide written and clear contracts which detail the terms and conditions of its staff employment. We will ensure that work performed by employees is on the basis of recognised employment law and practice.
- Remuneration: Next Geosolutions will, at a minimum, provide wages and benefits that meet national standards. We are an accredited Living Wage employer. We will provide employees with clear written information on their pay and conditions. The firm prohibits deductions on employees' wages as a disciplinary measure. Next Geosolutions is committed to equal pay and benefits for men and women for work of equal value.

Where a human rights violation is identified, we'll work with all parties involved to seek access to remedy, compensation and justice for the victim. We'll also investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring. Our whistleblowing helpline is available to all staff and partners who come across unethical behaviour that can't be resolved locally or for which the normal reporting process isn't suitable. Anyone raising a genuine concern which is in the public interest will be protected from victimisation. Third parties (including external providers) can also telephone the helpline.

Next Geosolutions Management/HR shall be delivering workshops on Diversity and Inclusion, Harassment and Dignity at Work and Code of Business Ethics to onshore and offshore staff.

Appointed Agencies will be MLC certified to ensure rights such as repatriation, working, living, accommodation conditions and working hours.



Annually, resourcing agents are given suggested salaries for each offshore discipline and asked to respond giving the agents 'mark up', this is to ensure a fair rate is being applied to the seafarer. Rates are market competitive.

Company shall be introducing Internal auditing program to Include Human Rights Audit.

All reported breaches of harassment and dignity at work, inappropriate behaviour and grievances are reported within the IMS and discussed during dedicated meetings.

CEO/Giovanni Ranieri