

ESG Charter

Version Control

Date	Version	Created by	Description of change
19/03/2021	1.0	Quentin Ashby	Original
01/03/2023	2.0	Quentin Ashby	Addition of Whistleblowing and Consequences clauses

Introduction and purpose

Human8 has a strong commitment towards environmental, social and governance issues (ESG issues). We believe that high ESG standards make good business sense, and that it has the potential to protect and enhance returns as well as promote the development of the communities in which it operates.

Human8 shall comply with UN Global Compact’s ten principles.

Further, an important aspect of maintaining high ESG standards is to respect and comply with applicable laws, regulations and internationally recognised human rights. This is a paramount requirement and expectation.

Environmental

Human8 seek to ensure that its business activity is environmentally responsible and energy-efficient. However, we recognise that our activities have or may have an impact on the environment. The aim is to minimize such climate impact and encourage environmental consciousness.

Social

Human8 shall respect internationally recognised human rights and provide proper working conditions for our employees. Assessments should be made to identify health and safety risks relating to or arising from working activities, and appropriate measures shall be taken.

Equal opportunities should be granted regardless of gender, sexual orientation, age, race, colour, ethnic origin, religion, disability or trade union affiliation. We do not directly or indirectly impose any restrictions in relation to the employees’ freedom to establish or join trade unions or legal strikes. And we must ensure that we do not directly or indirectly use forced labour, illegal child labour or take unjust advantage of migrant workers.

Governance

Governance includes aspects of good corporate governance and business integrity.

Human8 has also implemented an anti-corruption policy and a whistleblowing policy, which all employees and shareholders must adhere to. Human8 shall ensure proper recording, reporting and review of financial and tax information.

Human8 and its employees and shareholders must at all times exhibit honesty, integrity, fairness and respect in its business dealings. Further, information obtained through Human8's business must be used in the best interest of Human8, and not for personal gain by any of its employees or shareholders.

Implementation of the ESG policy

Human8 shall conduct its activities and affairs in compliance with this ESG Charter. Any deviations, concerns etc. shall be addressed and explained in a proper manner. If it becomes clear that Human8 is in material breach of the adopted ESG Charter, reasonably necessary actions must be made to rectify any such breach. We acknowledge that ESG issues are important; hence the ESG Charter will be reviewed by the board of directors of Human8 at least on a yearly basis.

Human8 ESG Charter

Human8 aim at all times to act with integrity and in compliance with applicable rules, regulations and policies. Integrity is a fundamental building block of trust in business relationships. Human8 seeks competitive and commercial success through the application of superior individual and collective skills, and not through the use of manipulative, deceptive or illegal devices or practices.

All employees, directors, hired personnel etc. (employees) of Human8 must at all times comply with the laws and regulations that apply to Human8 and its employees, as well as applicable internal policies/ procedures adopted by Human8.

Keep your promises

Conducting Human8's business activity in an ethical manner implies keeping legitimate promises, regardless of whether or not there is a legal obligation to do so. Hence, we shall only make promises we are capable of fulfilling.

Respect human rights

Human8 is committed to protect and respect the fundamental human rights of anyone affected by its operations. Human8 expects its employees, business partners and other parties directly linked to its operations, products or services to be equally committed to respect internationally recognised human rights.

Conflicts of interest

Conflicts of interest may arise in the course of doing business. All employees and shareholders will take the necessary actions to minimize the risk of conflicts of interest arising. Further, they will act in accordance with the legitimate interest of Human8, and not make decisions based on what will benefit them personally.

Employees and shareholders will not use Human8's name or business contacts or otherwise exploit their position at Human8 in connection with actions that are not specific to Human8's business activities. Any questions regarding a potential conflict of interest shall be raised with their immediate superior.

Act in fairness

All employees and shareholders will act in a reasonable and just manner based on facts and circumstances. Human8 supports fair and open competition.

Do no harm to Human8 or our industry

All employees and shareholders will conduct the business in a responsible manner, and not engage in practices that are foreseeably damaging to the image of Human8, the industry it operates within, or its shareholder(s). In their day-to-day work, employees and shareholders will display loyalty to Human8 and actively seek to conduct all business activities with integrity and honesty.

Protect Human8's real estate, assets and property

Human8's real estate, assets and property (including that which is rented or leased by the business) shall be safeguarded, and only be used for legitimate business purposes. Further, the business assets and information of confidential nature shall be respected and protected.

Contribute to an environmentally sustainable business activity

Human8 is committed to ensuring its business activity is environmentally responsible and energy-efficient, and that the environmental impacts are reduced wherever possible. Human8 is continuously focusing on environmentally friendly improvements. It expects that all its employees and shareholders do the same.

Never contribute to, or be involved in, corruption, money laundering or fraud

All employees and shareholders will work against corruption, money laundering and fraud in all its forms. Corruption is unacceptable business conduct, constitutes a threat to fair competition, and undermines legitimate business activities. Any violation within its organisation may subject both Human8 and the individual(s) in question to criminal liability, and would represent a risk to the company's reputation.

Further, for the purpose of describing Human8's standards and expectations with respect to anti-corruption, Human8 has implemented an anti-corruption policy, which all employees and shareholders

will be familiar with and act in accordance with. The policy covers, inter alia, bribes, trading in influence, gifts, hospitality etc.

Do not purchase or in any other way make use of any sexual services. This is forbidden. The prohibition also applies to employees and shareholders when travelling in other countries on behalf of Human8.

Working environment

Human8 shall ensure proper labour and working conditions, to safeguard its employees' health and safety, and to promote the development of the communities in which it operates.

Human8 expects that all individuals that act on behalf of Human8 treat everyone with courtesy and respect, regardless of race, gender, national or social origin, disability, sexual orientation, religious belief etc. Human8 strives to ensure that no harassment, discrimination or bullying occurs. We believe in equal opportunities, and Human8 shall be a stimulating workplace with an inclusive working environment. Human8 believes that it is only then that the employees will perform at their full potential, and receive the proper recognition and reward for their performance.

Whistleblowing

It is important that all staff and other stakeholders adhere to Human8's ESG Charter. If you suspect any member of staff or other stakeholder to be in breach of the Charter it is your duty to report it to management. If you want to report it anonymously, then use our Whistleblowing Policy, which can be found on the homepage of Sharepoint.

Consequences

Human8 take environmental, social and governance matters very seriously and any acts or behaviour that breaches the ESG Charter is a serious issue. Dependent on the nature of the breach, the matter may result in a disciplinary and could even result in dismissal.

Applicability of the ESG Charter

Human8 must ensure that all employees and shareholders are given access to this Charter, and other relevant internal policies and procedures.

Please note that any breach of this Charter may have adverse consequences for the employee's employment and may put Human8 at risk.

Any questions the employee or shareholders may have regarding this Charter will be taken up with the employee's or shareholder's manager or with Human8's CEO.

The Charter will be available on Human8's website and communicated internally and externally to all employees and shareholders, and where relevant to business partners and other parties.