

# ESB Group Policy on Human Rights

## 1. Policy Details

### 1.1 Purpose of Policy

The overall purpose of the policy is to set out ESB's commitment to ensuring that universally recognised fundamental human rights are protected and respected within its sphere of influence and to ensuring that ESB's operations are conducted in a manner that does not violate those rights and is compliant with applicable laws and the UN Guiding Principles on Human Rights and Business. The objectives of this policy are supported by other ESB policies as referred to in the Related Documents section of this document.

### 1.2 Scope of Policy

This policy applies to all ESB businesses and activities, and ESB employees in all jurisdictions. It is ESB's intent that sales agents, vendors, contractors, representatives, advisors and other third parties acting on behalf of any ESB company and all contractors or suppliers of goods, works and / or services to any ESB company shall conduct themselves at all times in accordance with the principles enshrined in this policy.

### 1.3 Compliance Obligations

As referred to in this policy, human rights are understood, at a minimum, to mean those rights described in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. This policy is based on key international guidance documents. This guidance establishes a framework for respect and protection of human rights as well as due diligence and remedial actions. ESB commits to carrying out its business operations within this framework.

These are:

- Principles of the UN Global Compact.
- Guiding Principles on Business and Human Rights (United Nations).
- Guidelines for Multinational Enterprises (OECD).

Employees are expected:

- to never violate another person's human rights; and
- to be alert to any human rights violations in ESB's operations or in the operations of third-party entities with whom ESB does business, and to report any situations in which violations of a human right is suspected.

ESB commits to complying with applicable laws regarding human rights, including the Irish Human Rights and Equality Commission Act 2014, as amended, and the UK Modern Slavery Act 2015.

As part of the above commitments, ESB will report annually on human rights metrics for diversity, non-discrimination and human rights assessment. It is expected that over time this reporting will be expanded to cover other key areas of human rights, including, where, applicable, freedom of association, forced labour and child labour.

## **1.4 Key Policy Principles**

### **Our Commitment**

ESB is an organisation with a strong, values-led culture and a legacy of working closely with the communities within which we operate. ESB's purpose, to deliver a brighter future, is founded in the consistent belief in the role of electricity as an enabler of societal wellbeing. Throughout our history we have sought to have a positive impact through our business operations by careful management of our environmental impact, our relationships with communities and stakeholders and our relations with employees. The standards to which we hold ourselves accountable are ever evolving, based on the most up-to-date benchmarks in environmental, social and governance.

We seek to honour the principles of internationally recognised human rights, even when this presents difficult and sometimes conflicting dilemmas. We will aim to ensure that we are not, directly or indirectly, in any way complicit in human rights abuses and we will be transparent in reporting our human rights performance. This is an ongoing journey and will be driven not least by raising the awareness of human rights related issues among ESB's employees and other stakeholders.

ESB commits to respect human rights in supply chain, operations, and in the communities and locations in which ESB operates.

ESB maintains, and operates in accordance with, a wide range of policies covering the specific areas within this scope.

### **ESB strives to:**

- Adhere to the UN Guiding Principles on Business and Human Rights (UNGP) and OECD guidelines for Multinational Enterprises and to apply the principles of the UN Global Compact.
- Prohibit discrimination, modern slavery, child labour, forced labour and trafficked labour, either intentionally or unintentionally within business operations and by ESB employees and have, under ESB's Modern Slavery Policy, established controls and checks to mitigate against the risks of incidents of this nature arising in supply chains.
- Provide safe and healthy working conditions, fair working hours, market-based reward, and an inclusive working culture free of discrimination.
- Support community engagement and respect ethnic minorities and indigenous peoples' rights in areas where ESB operates.
- Collaborate to promote positive human rights outcomes [with suppliers] in accordance with the OECD Guidelines for Multinational Enterprises

## 2. Roles & Responsibilities

### 2.1 ESB Responsibilities

- Responsibility for oversight of this policy resides with Executive Director, Group People and Sustainability.
- Assurance of compliance will be provided annually to the ESB Board through the Safety, Environment and Culture Board Sub-Committee. Any breaches of this policy will be reported to ESB Board through the Safety, Environment and Culture Board Sub-Committee

## 3. Details of Policy

### Identifying our human rights risk and impacts

ESB, via either direct due diligence processes or via third party assessments that enable ESB to leverage its position to deliver better outcomes in accordance with the OECD standards, identifies, assesses and minimises the risk of violations of human rights through due diligence processes which cover ESB's own operations as well as sourcing and purchasing. The salient risks are related to supply chain in the areas of suppliers' working conditions and impacts on local communities and environment, in particular in high risk countries.

Connected to ESB's operations are working conditions of the employees of subcontractors and suppliers, as well as the impact of suppliers on local communities and indigenous peoples. ESB requires sales agents, vendors, contractors, representatives, advisors and other third parties acting on behalf of any ESB company and all contractors and suppliers of goods, works and / or services to any ESB company ("Third Parties") to agree to comply with all laws and regulations which impose obligations on such Third Parties in relation to their employees in all jurisdictions in which goods and/or services are provided, manufactured and/or assembled by such Third Parties, including but not limited to obligations in respect of rates of pay and other terms and/or conditions of employment, obligations relating to the deduction and/or payment of employment related taxes, obligations in respect of work permits and/or work visas, and laws relating to the use of child, forced or compulsory labour, health and safety in the workplace, non-discrimination, working hours and freedom of association;

### Managing human rights risk and impacts

ESB's aim is to continuously improve its ability to identify, assess and manage human rights risks. This is an ongoing journey and will be driven not least by raising the awareness of human rights related issues among ESB's employees and other stakeholders.

### In practice, ESB

- Trains employees on this Human Rights policy and other related policies, codes and procedures.
- Require sales agents, vendors, contractors, representatives, advisors and other third parties acting on behalf of any ESB company and all contractors or

suppliers of goods, works and / or services to any ESB company to comply with specific requirements regarding ethics, bribery and corruption, and employment standards.

- Seeks to ensure that joint venture partners agree to conduct the activities of joint venture companies in compliance with the principles set out in this policy.
- Engages with suppliers through dialogues, audits, assessments and corrective action plans to minimize adverse human rights impacts.
- Works for the right to freedom of association, consultation and pay and conditions in line with societal norms in our supply chain.
- Encourages open stakeholder feedback through interviews, surveys, questionnaires, focus group discussions, and regular materiality analyses.
- Consults with stakeholders who may be affected by our operations, such as local communities.
- Has reporting systems available to employees, consultants, contractors, suppliers and the public, to report potential wrongdoing concerning ESB.
- Tracks, assesses and reports annually on progress and actions with respect to the impact of ESB's operations on human rights.

## **4. Raising a concern and policy violations**

- Every employee has a duty to report any incident of a breach of this policy that he or she becomes aware of. In the case of ESB employees, any such incident should be reported in the first instance to the employee's line manager or otherwise in accordance with ESB's Whistleblowing and Protected Disclosures Policy (available on the HUB). Contractors and third parties should report such incidences to any ESB manager. ESB's Whistleblowing and Protected Disclosure Policy provides detailed guidance on how to raise concerns, including by way of a confidential hotline.
- Any action in breach of this policy by an employee is a disciplinary matter and will result in disciplinary procedures being invoked. This may result in penalties being imposed (up to and including dismissal).
- Any action in breach of this Policy by a contractor, casual or agency worker will be reported to the relevant person's employer and may result in termination of the contract between ESB and the relevant third-party company.