

Human Rights Policy

This Human Rights Policy is approved by the Board of Directors and sets out Equinor's commitment to respect human rights in our business activities.

Commitment

Acknowledging that Equinor, through our business activities, may be connected to adverse human rights impacts in our own workforce, the communities we operate in or through our suppliers and business partners, we will continuously strive to:

- Respect internationally recognised human rights, including those set out in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- Conduct our business and perform risk-based human rights due diligence consistently with the UN Guiding Principles on Business and Human Rights, which constitute the basis for the human rights chapter of the OECD Guidelines for Multinational Enterprises
- Respect the rules of international humanitarian law where applicable to our business activities
- Pay particular attention to individuals or groups that may be at greater risk due to their vulnerability or marginalization, including migrant workers, children, women, ethnic minorities and indigenous peoples
- Avoid all forms of forced labour, illicit forms of child labour and human trafficking
- Implement human rights due diligence systematically into the way we work including through internal working requirements applicable across our distinct business areas
- Provide capacity building and improve our human rights due diligence efforts over time
- Regularly assess and report on our progress and performance

Actions

Acknowledging potential human rights impacts in our own workforce, we will:

- Work to ensure safe, healthy, and secure working conditions across our business activities
- Treat those who work for us fairly and not tolerate any form of discrimination
- Respect the right to freedom of association and collective bargaining and cooperate in good faith with representative bodies. Where there are restrictions on freedom of association by law, we will support alternative means of worker representation

Acknowledging potential human rights impacts in the communities where our business activities take place, we will:

- Strive for timely and meaningful engagement with stakeholders potentially or actually affected by our activities
- Develop preventative and mitigating actions where needed and engage with stakeholders during implementation
- Respect the particular rights of indigenous and tribal peoples where they may be affected by our business activities

Acknowledging the need for rightsholders to have a channel for raising grievances and seeking remedy, we will:

- Seek to provide or cooperate in effective grievance mechanisms
- Not tolerate any form of recrimination or retaliation to those, including human rights defenders, who in good faith raise a concern with us
- Provide or cooperate in providing appropriate remediation to individuals, workers and local communities, where we have caused or contributed to adverse human rights impacts
- Cooperate with non-judicial or judicial remedy processes as appropriate

Acknowledging potential impacts through our suppliers or business partners, we:

- Expect our suppliers and business partners to have similar commitments regarding respecting human rights as part of their business activities
- Will exercise leverage in our supplier and business relationships with the aim to avoid, mitigate or remediate adverse human rights impacts linked to our activities
- Support collaborative efforts to address root causes of complex and systemic human rights challenges
- Expect our suppliers and business partners to act transparently and to commit to continuous improvement in their business activities

Salient Issues

We have identified 4 particularly salient human rights issues that guide our ongoing human rights due diligence:

Salient issue	Description
Unsafe working conditions	Working to respect safe, healthy and secure working conditions in our operations and supply chain.
Unethical recruitment of migrant workers in the supply chain	Working to respect ethical recruitment of migrant workers within the supply chain, including addressing the prevalence of recruitment fees, deception, document retention and restrictions to freedom of movement.
Wage theft and excessive working hours in the supply chain	Working to respect that workers in the supply chain are paid what they are entitled to, including addressing wage withholding and managing fatigue and work-life balance.
Adverse impacts on local communities and indigenous peoples resulting from the use of land	Working to respect affected communities in proximity to our operations, including preventing and mitigating impacts on local resources, indigenous rights, economic displacement and physical displacement resulting from land use.

We revisit our salient issues on a regular basis to ensure a focused and prioritised approach to the management of human rights issues most material in our business activities.

Where applicable laws or requirements prohibit us from upholding this policy, we will seek ways to uphold our commitments to the greatest extent possible.

The Board of Director’s Safety, Sustainability and Ethics Committee oversees the implementation of this policy.