



# HUMAN RIGHTS POLICY STATEMENT

## 1.0 PURPOSE

The purpose of this statement is to communicate the Company's human rights and workforce standards to which its employees are expected to recognise and adhere, regardless of the country in which they work.

Shaw Pipeline Services (SPS) is committed to adhering to local human rights and labour laws and regulations in the jurisdictions in which we operate.

## 2.0 SCOPE

This statement applies to all SPS employees and other persons acting on behalf of the Company regardless of geographic location. The following companies are included;

- Shaw Pipeline Services UK Ltd (UK)
- Shaw Pipeline Service Inc. (US)
- Shaw Pipeline Services Ltd (Canada)

In addition, SPS expects its all of operational business partners and suppliers/vendors to support and comply with this statement and its underlying principles.

## 2.1 TERMS USED

The term employee is used in this context for administrative convenience and intentionally captures a wider group of individuals and/or companies than the traditional definition of employees. The determination of who is and is not an "employee" is fact specific and must be determined in accordance with the local labour laws.

## 3.0 FREEDOM FROM DISCRIMINATION AND HARRASSMENT

SPS affords all employees the right to work in an environment that is free from all forms of unlawful discrimination and improper harassment. The Company does not tolerate harassment, including, without limitation, ethnic, racial, religious or gender/sex harassment. Behaviour creating an intimidating, hostile, malicious, degrading, humiliating or offensive environment, whether verbal or physical, violates this statement and may be against local law.

Furthermore, SPS treats everyone with fairness, respect, and dignity: and ensures fair and equal opportunity in the selection, promotion, and development of both internal and external candidates without regards to race, colour, age, religion, marital status, ethnicity, disability, gender, national origin, sexual orientation, or any other basis protected under the law.

## 4.0 LEGAL WORKING HOURS AND LABOUR PRACTICES

SPS operations adhere to applicable laws and regulations relating to working hours including maximum hour limitations and requirements for break times. Overtime may be required to meet business requirements and will be based on applicable laws and regulations in the jurisdictions in which the Company operates.



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## 5.0 PROVISIONS OF FAIR WORKING CONDITIONS AND WAGES

SPS ensures that compensation paid to Employees complies with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

Furthermore, SPS is committed to providing equitable access to employment opportunities and career considerations. Employment decisions are made free from discrimination and are based on merit, considering qualifications, skill and achievements, unless other criteria are required due to workplace/collective agreement and/or local labour laws and regulations.

## 6.0 PROHIBITION OF CHILD AND FORCED LABOUR

SPS does not support and will not engage in the use of child labour at any of its operations and will comply with local laws and regulations related to the legal working age. SPS practice is not to employ people under the age of 18 at its operating sites.

SPS supports and abides by applicable laws enacted to prevent the exploitation of children. The Company will cooperate with law enforcement authorities to investigate and address any such instances of child exploitation of which it becomes aware.

SPS opposes the use of forced or compulsory labour, human trafficking, and forms of modern slavery at any of its operations. The use of forced, bonded, indentured or involuntary labour is prohibited and will not be tolerated. The Company is committed to complying with all applicable legal requirements and opposes human trafficking and slavery, as defined by local laws.

## 7.0 FREEDOM OF ASSOCIATION

SPS recognised the principle of freedom of association as it exists under applicable laws and regulations in the countries in which the Company operates.

Accordingly, SPS respects its Employees' right to form or join or not join a labour union without fear of punitive actions such as intimidation, harassment, or termination of employment.

## 8.0 AMENDMENTS TO POLICY

The Company reserves the right to make amendments to this policy in line with legislative changes or Company decisions.

## 9.0 RELATED POLICIES

PO-HRGL-001 – SPS Global Code of Conduct

PO-HRGL-003 – SPS Global Employment & Labour Policy

PO-HRUK-006 – SPS UK Equality Policy