

# Hanab Group B.V.

## Business Human Rights Policy

At Hanab, we take responsibility for future generations. This includes a firm commitment to respect and uphold human rights in every aspect of our business. This Human Rights Policy outlines our dedication to supporting and aligning with international human rights standards, particularly the United Nations Guiding Principles on Business and Human Rights (UNGPs). We believe that respecting human dignity is fundamental to responsible business and essential to our mission of building infrastructure that contributes positively to society and the environment.

### 1. Scope and Applicability

This policy applies to all employees of Hanab, including temporary workers, contractors, and subsidiaries. We also expect our suppliers, subcontractors, and business partners to adhere to similar human rights standards.

### 2. Our Commitments

We commit to respecting all internationally recognized human rights as outlined in:

- The Universal Declaration of Human Rights (UDHR)
- The International Covenant on Civil and Political Rights (ICCPR)
- The International Covenant on Economic, Social and Cultural Rights (ICESCR)
- The ILO Declaration on Fundamental Principles and Rights at Work, including:
  - Freedom of association and the right to collective bargaining
  - Elimination of forced or compulsory labour
  - Abolition of child labour
  - Elimination of discrimination in respect of employment and occupation

We also support the UN Global Compact's Ten Principles, including its four human rights principles.

### 3. Implementation and Due Diligence

We integrate human rights considerations into our policies, risk assessments, and business operations through the following actions:

- Risk Identification and Assessment: We proactively assess potential human rights risks in our operations and supply chain.
- Stakeholder Engagement: We maintain dialogue with stakeholders, including employees, local communities, and civil society, especially where our projects may impact human rights.
- Remediation: If we identify that we have caused or contributed to adverse human rights impacts, we are committed to providing or cooperating in legitimate remediation processes.
- Training and Awareness: We provide information and raise awareness among employees and partners about human rights responsibilities.
- Monitoring and Reporting: We monitor compliance and progress, and we are committed to transparent communication about our human rights practices.

### 4. Specific Focus Areas

- a. Labour Rights: We ensure fair working conditions, promote health and safety, and do not tolerate any form of forced or child labour.
- b. Non-Discrimination and Equal Opportunity: We foster an inclusive workplace free of discrimination based on gender, race, religion, age, disability, sexual orientation, or any other status.
- c. Freedom of Association: We respect the right of employees to organize, join unions, and bargain collectively in accordance with local laws.
- d. Community and Land Rights: When operating in or near communities, we commit to respecting land and resource rights, cultural heritage, and the right to free, prior, and informed consent where applicable.
- e. Security and Human Rights: We ensure that security providers (internal or third-party) respect human rights in line with the Voluntary Principles on Security and Human Rights.

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### 5. Governance and Responsibility

The Board of Management of Hanab is responsible for overseeing the implementation of this policy. Day-to-day accountability lies with operational managers and human resources, supported by sustainability and compliance officers.

### 6. Grievance Mechanisms

We encourage employees, suppliers, partners, and external stakeholders to report human rights concerns via our confidential grievance mechanism (via <https://raiseyourconcern.speakup.report/ett>). All reports are treated seriously and with respect for the complainant's confidentiality.

### 7. Continuous Improvement

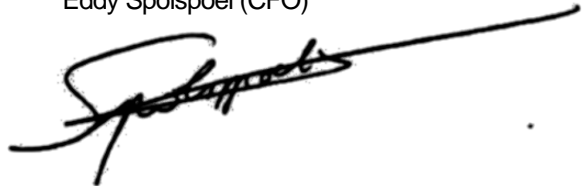
This policy will be reviewed and updated periodically to ensure its relevance and effectiveness. We are committed to learning from best practices and stakeholder feedback to continuously improve our human rights performance.

Amsterdam, 27 mei 2025

Stanley Maas (CEO)

A stylized, handwritten signature in black ink, likely belonging to Stanley Maas.

Eddy Spolspoel (CFO)

A stylized, handwritten signature in black ink, likely belonging to Eddy Spolspoel.