

energy creates energy



Human Rights Policy

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Context

Galp believes that human rights are inherent to the human condition, and therefore, it is inalienable, universal, indivisible and interdependent. As an integrated energy operator, the Company assumes its defence and promotion, whichever geography and context in which it operates, and the continuous improvement of the instruments that support the implementation of this policy.

Company's position

Galp is committed to:

- Refrain from child labour and prevent all forms of forced or compulsory labour, ensuring that no one is forced to work by use of force or any form of coercion or punishment, promoting a free and voluntary employment.
- Respect freedom of association of its employees and the right to collective bargaining based on constructive dialogue beneficial for all parties, recognizing everyone's right to be represented by any legally constituted organization, without being subject to any kind of judgement or retaliation.
- Do not tolerate any form of discrimination on the basis of race or ethnic origin, colour, gender, sexual orientation, age, religion, nationality, family and socioeconomic status, marital status, education, disability, political ideology, among others, ensuring equal opportunities and equal treatment in matters of professional activity.
- Prevent all forms of harassment, abuse and violence in the workplace. Reproach and punish any behaviour or act with the purpose or effect of humiliating, any act of intimidation or threat or any other form of physical, verbal or psychological coercion, promoting dignity and respect in the workplace.
- Provide access to decent employment, guaranteeing its employees a safe and healthy working environment, a fair and equitable remuneration, personal development and training, privacy of their personal data, respect for rest periods, access to social protection schemes and encouraging reconciliation between work, family and personal life.
- Respect Human Rights of all the communities where it operates, in particular the fundamental rights and freedoms of indigenous communities, making all efforts to minimize the negative impact of its activities in the customs and traditions of these members.

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- Respect the right of communities to be heard before starting any activity that may, in any way, affect them by providing information and promoting an ongoing dialogue.
- Whenever possible, avoid displacement and resettlement of communities and, when unavoidable, develop the necessary actions to obtain the free, prior and informed consent of interested communities in order to reach mutually beneficial agreements.
- Ensure respect for Human Rights in all Galp Security activities, ensuring adequate scrutiny of security professionals at the company's service as well as their training, in order to ensure understanding and correct action in potential or actual conflict situations.
- Encourage suppliers, partners and customers to respect Human Rights, reserving the right to suppress the relations whenever occurs any violation of these rights.
- Ensure risk management processes and performance monitoring in terms of Human Rights as well as guarantee its dissemination to all stakeholders.

Final statement

Given the challenges faced in the many geographies where it operates, Galp undertakes the responsibility to respect, promote and enforce Human Rights within its stakeholders - employees, communities, suppliers, partners and customers - and adopt measures to prevent its operations from causing abuses or violations, directly or indirectly, of the internationally recognized Human Rights.