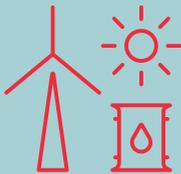


# Human Rights Expectations of Suppliers



## Introduction

**Equinor's vision is to shape the future of energy through a three-pillar strategy: always safe, high value, low carbon. Safety, security and compliance with our Code of Conduct are key enablers in this endeavour.**

Our human rights commitment is to conduct our business consistently with the United Nations Guiding Principles on Business and Human Rights and in support of the ten principles of the Global Compact. We respect all internationally recognised human rights including those set out in the International Bill of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, and applicable standards of international humanitarian law.

Recognising that our suppliers play a critical role in helping us realizing our strategy, we are committed to engage suppliers who comply with applicable laws and share the spirit and intent of Equinor's human rights commitment. Among other things, this means maintaining high standards for health, safety and security, and having an approach to human rights consistent with the goals of the United Nations Guiding Principles on Business and Human Rights.

This document describes the human rights standards suppliers wanting to do business with Equinor are expected to observe.

Just like our own performance continues to evolve, we expect our suppliers to advance their human rights efforts over time.

In these efforts, we expect our suppliers to engage their respective supply chains.

Suppliers should pay special attention to those most vulnerable to adverse human rights impacts, including women, children, migrant workers, workers with a disability and workers from a minority background.

When applicable laws prevent our suppliers from upholding our expectations, we expect them to seek ways to uphold them to the greatest extent possible.

Finally, we expect our suppliers to be transparent in their efforts to enhance learning and improvement for all parties.

In return, we commit ourselves to be an open, accessible and responsive business partner. More guidance on how we engage with our suppliers on human rights can be found at <https://www.equinor.com/en/supply-chain.html>

## Ensuring Fair Treatment and Non-Discrimination

A fundamental principle in Equinor is to ensure diversity and the provision of equal opportunities for our employees. A minimum prerequisite for achieving that is to ensure all employees are treated fairly and without discrimination.

Similarly, we expect our suppliers to, as a minimum, not tolerate any forms of discrimination including but not limited to on the grounds of gender, race, colour, religion, ethnic, national or social origin, marital status, sexual orientation, political or other opinion, union membership, nationality, property, birth or other status including health status<sup>1</sup>, disability, or age.

No employee or worker should be subject to physical, sexual or psychological harassment, humiliation or abuse.

---

<sup>1</sup> Such as whether a person carries the HIV virus or not.

## Providing Safe, Healthy and Secure Workplace and Accommodation

Equinor's safety and security vision is zero harm.

We expect our suppliers to ensure all workers have a healthy and safe workplace where they are protected from accidents, injuries and work-caused illness. Workers' accommodation should be safe, clean and adequate as living space.

Workers should be safeguarded from outside threats and dangers. We expect suppliers to apply similar standards to their security arrangements to those set out in the Voluntary Principles on Security and Human Rights.

## Providing Fair Wages and Reasonable Working Hours

It is our employees who enable us to meet our challenges and deliver on our promises. As a values-based company, we recognise and reward our people equally based on what they deliver and how they behave.

We expect our suppliers to provide all workers with compensation that is equivalent to the most beneficial of legally required minimum standards, terms established by legally binding collective bargaining agreements and internationally recognised human rights standards. As a minimum, such compensation includes wages, overtime and paid leave that is commensurate for an adequate standard of living.

**In Equinor, we are concerned about our employees' health and well-being and have measures in place to ensure our employees have a healthy balance between work and private life.**

We expect our suppliers to refrain from imposing working and overtime hours that are excessive and that affect the right to a private and family life. Working hours should not jeopardize the individual worker's health and safety. In determining the maximum number of working hours, suppliers should apply the most stringent of applicable laws or relevant International Labour Organisation Conventions. Workers should be able to decline excessive overtime without fear of discrimination or retaliation.

In connection with child birth, women should have the right to a reasonable period of paid leave or leave with adequate social security benefits.

## Respecting Freedom of Assembly, Association and the Right to Collective Bargaining

It is important for Equinor to maintain a good and trusting relationship with the trade unions represented in our company, and to ensure that employee representatives can exercise genuine influence on everyday business operations.

We expect our suppliers to respect, without discrimination, their workers' right to freedom of assembly and association, to organize and to collective bargaining and to form trade unions. In places where these rights are restricted, we expect our suppliers to find alternative means for effective worker-employer collaboration.

## Preventing Modern Slavery

Equinor recognises our responsibility to contribute to the global efforts to combat modern slavery. To this end, Equinor opposes all forms of human trafficking and forced labour in our value chain.

We expect our suppliers to take effective measures to ensure that no worker conducts work for the benefit of Equinor that he or she has not voluntarily accepted based on mutually agreed, true and transparent conditions or which is performed under any form of direct or indirect mental, physical, or financial coercion, threat of any penalty or sanctions, or which in any other way exploits the vulnerability of the worker. No worker should pay any form of recruitment or employment eligibility fees, without proper compensation. No supplier should retain identity papers or work permits as a condition of employment.

## Preventing Child Labour and Protecting Young Workers

Equinor does not employ persons below 15 years of age or, if higher, the legally prescribed minimum age. Persons under the age of 18 are not allowed to perform hazardous work (i.e. work that is mentally, physically, socially or morally dangerous or harmful) or work that interferes with their mandatory schooling.

We expect our suppliers to apply equally stringent standards regarding children and young workers, and to prohibit any other worst forms of child labour (such as trafficking, sexual exploitation, debt bondage, forced labour and the recruitment or use of underage children for security or military purpose).

## Respecting Affected Community Members

Equinor's success as a company depends on delivering positive outcomes to our stakeholders, including the communities that host our operations.

We expect our suppliers to respect the human rights of the community members they affect, including in relation to their use of land, water and other natural resources.

## Providing Access to Remedy

Equinor will provide or cooperate in providing appropriate remediation, including, where relevant, through effective grievance mechanisms, where we have caused or contributed to adverse human rights impacts.

We expect our suppliers to adopt a similar commitment to enable effective remedy to any adverse human rights impact occurred in the course of their operations.

## Our expectations of suppliers



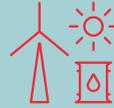
Share our  
values



Be determined  
to continuously  
improve



Engage your  
own value chain



Be transparent  
about efforts  
and challenges