

TGS Human Rights Policy

TGS consistently strives to conduct its business in accordance with United Nations Guiding Principles on Business and Human Rights and the ten principles set forth in the United Nations Global Compact. TGS is committed to respecting all internationally recognized human rights standards, including the International Bill of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

We believe:

- Conducting our business in a manner that respects the rights and dignity of all people
- Treating our employees and those working for us fairly and without discrimination
- Abiding by applicable domestic laws concerning non-interference in our workers' rights to form or join a trade union or to bargain collectively, as well as their right not to do so
- Ensuring a safe, healthy and secure work environment both in the office and on our projects
- Opposing all forms of human trafficking, forced labor and illicit forms of child labor in our value chain
- Respecting the human rights of people in communities that may be affected by our activities

We will work to achieve this undertaking by:

- Reinforcing our commitment to respect human rights in TGS' Statement of Values, Code of Conduct and supplier code of conduct
- Requiring all our employees and hired contractors to comply with this policy and providing training and guidance in support of this policy as part of our business activities
- Providing a grievance reporting mechanism for employees, and those working on behalf of TGS, to report any human rights violations or issues

- Regularly assessing our projects and operations as part of our project development process for any human rights impacts, especially when entering a new country or region, and taking reasonable action to remediate or mitigate such impacts
- Evaluating and monitoring our supply chain, through due diligence, to identify any human rights issues and include contractual provisions, as appropriate given the nature of their work for TGS, that require them to respect the human rights principles set forth in this policy
- Ensuring there are measures in place to detect and mitigate any adverse effects on human rights caused by our operations, including working directly with the governments of the communities in which we have operations
- Maintaining engagement with the communities in which we conduct operations for the duration of the project, focusing on any human rights impacts that may result from those operations
- Consistently monitoring and reporting any human rights issues or developments involving TGS or its supply chain

This policy shall apply to all TGS operations and every officer, director, and employee of TGS entities. We shall take steps to encourage our non-operated business partners to apply this policy or an equivalent policy. We expect our contractors, vendors, suppliers and consultants to respect human rights and adhere to this policy when providing services to or acting on behalf of TGS.



Kristian Johansen | Chief Executive Officer, TGS