

Let's **Talk!**

Human Rights

PROJECT PARTNERS

PART I

Commitment

PAGES 02 — 03

What is **Let's Talk?**

Through Let's Talk!, we seek to foster greater understanding of the human rights, environmental, and social issues associated with the Project. In this first edition, we introduce our Human Rights Programme and highlight the key principles and actions that underpin it.

Human Rights in TotalEnergies

TotalEnergies has a longstanding commitment to respect Human Rights as affirmed in its Code of Conduct.

In line with this commitment, we are dedicated to upholding internationally recognized human rights standards.

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SIX GLOBAL FRAMEWORKS

The **Standards** We Align With

We align with key global frameworks, including the Universal Declaration of Human Rights, the United Nations Global Compact, fundamental International Labour Organization conventions, the OECD Guidelines for Multinational Enterprises, the Voluntary Principles on Security and Human Rights, and the United Nations Guiding Principles on Business and Human Rights.



Universal Declaration of Human Rights



United Nations Global Compact



Fundamental Conventions



OECD Guidelines for Multinational Enterprises



Voluntary Principles on Security and Human Rights



UN Guiding Principles on Business and Human Rights

Through these commitments, we seek to promote responsible business practices, respect the rights of affected stakeholders, and contribute positively to sustainable development.

PART II

Due **Diligence**

PAGES 04 — 10

Human rights are at the heart of how we plan, operate, and engage with people. We believe that responsible energy development requires respecting the dignity, rights, and wellbeing of all those who may be affected by our activities. Through a continuous process of due diligence, we seek not only to manage risks, but also to strengthen our positive contribution to communities and stakeholders.

> "In order to identify, prevent, mitigate and account for how they address their adverse human rights impacts, business enterprises should carry out human rights due diligence."
>
> United Nations Guiding Principles on Business and Human Rights (UNGPs), endorsed by the UN Human Rights Council in 2011.



Our Human Rights **Due Diligence**

Our Human Rights Due Diligence process helps us understand and address the potential impacts of the Project on people. It guides our efforts to respect human rights in practice, ensuring that our focus remains on risks to individuals and communities, not only risks to the business.

The Due Diligence Cycle



Continuous Process

Through ongoing assessments, stakeholder engagement, and monitoring, we identify actual and potential human rights impacts linked to our activities and business relationships. We integrate these insights into decision-making and day-to-day operations, implement measures to prevent and mitigate adverse impacts, and track our performance over time. Meaningful dialogue with stakeholders remains central to our approach, helping us learn, improve, and respond to concerns in a transparent and accountable manner.

Stakeholder Engagement

As part of our commitment to responsible project development, we maintain ongoing dialogue with a diverse range of stakeholders, including local communities, government representatives, civil society organizations, business partners and contractors, employees, and independent specialists. Through these engagements, we seek to better understand stakeholder perspectives, identify potential concerns, and incorporate feedback into our decision-making processes. Insights gathered through stakeholder engagement, community consultations, and grievance mechanisms help inform our approach to managing environmental, social, and human rights matters and support continuous improvement of our policies and practices.

Who the Project Engages With

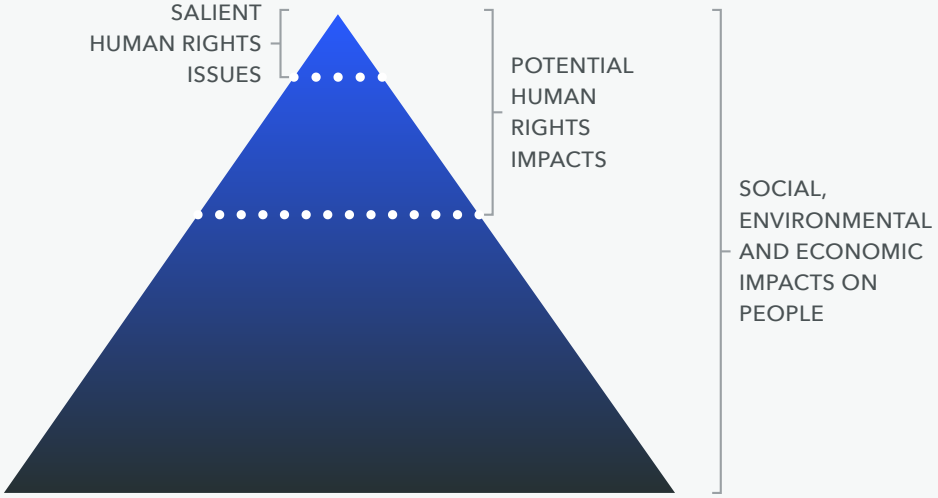


Human Rights Assessments and Identification of **Salient Issues**

We have undertaken a range of human rights-related assessments, including a full-fledged Human Rights Due Diligence (and subsequent updates), social performance assessments, and a gender assessment. Together, these assessments help identify and prioritize actual and potential risks and impacts on people affected by the Project. They also inform the development and continuous improvement of our human rights due diligence framework, enabling the effective management of our salient human rights issues.

Salient Human Rights Issues for Mozambique LNG

There are many recognized human rights, but to ensure efforts are directed where they matter most, we prioritize those with the greatest potential impact. In doing so we follow the UN's recommendations on identifying and addressing salient human rights issues.



Salient issues, as defined in the UN Guiding Principles Reporting Framework, are those human rights that stand out because they are at risk of the most severe negative impact through a company's activities or business relationships.

SIX SALIENT ISSUES

Based on our Human Rights Due Diligence Assessments we have identified six salient human rights issues. Action plans have been developed to mitigate such risks.



Security and Human Rights



Community Well-being



Women's Rights and Gender Equality



Project-Induced In-Migration



Workers' Rights



Access to Remedy

THESE ISSUES ARE DETAILED IN PAGES 09 AND 10

Security and Human Rights

Due to the conflict and insurgency in Cabo Delgado where the project is located, this is a key salient risk. Key aspects include:

- community security;
- interactions between communities and public security forces;
- conduct of the Mozambique LNG Protection Forces (PF);
- implementation of the Voluntary Principles on Security and Human Rights (VPSHR);
- human rights risks associated with operating in a conflict-affected area;
- conflict sensitivity and our potential influence on conflict dynamics.

Community Well-being

This covers a wide range of topics that are central to our relationship with local communities, including the resettlement of households previously located within the Project area, livelihood restoration programmes, and fair compensation measures. It also encompasses community health and safety initiatives designed to support the well-being of neighbouring communities. Beyond these commitments, we place strong emphasis on maintaining open and constructive dialogue with stakeholders, ensuring that communities have access to timely information, meaningful consultation opportunities, and ongoing engagement throughout the life of the Project.

Women's Rights and Gender Equality

This is a cross-cutting issue relating to all other salient issues. A particular focus is required on the potential for gender-based violence (GBV) in the communities, harassment and misconduct by security actors, women's access to livelihoods and economic opportunities. It is also important to ensure inclusion and participation of women in community decision-making.







Project-Induced In-Migration (PIIM)

The Project attracts an influx of job-seekers putting pressure on local services and resources. Recognizing such potential influx of job-seekers, a Project Induced In-Migration Management Plan is being implemented to address and mitigate associated environmental, social and economic pressures. We are working closely with all levels of government and other relevant stakeholders to contribute to reducing this risk and to mitigate it.

Workers' Rights

We are focused on ensuring that the rights of employees, our contractor and supplier workforces are respected including: fair working conditions, non-discrimination and equal opportunity, freedom of association, management of child labour and forced labour risks in supply chains. We have put in place a strong social and industrial relations management systems providing a good foundation for robust HRDD in this area.

Access to Remedy

Access to remedy includes Community grievance mechanisms (including Linha Verde), reporting. Accessibility of grievance mechanisms for women and vulnerable groups is key. All security-related incidents are investigated in an appropriate manner. In addition we ensure that Worker grievance processes are in place.







OUR SUPPLY CHAIN

Contractors and Suppliers

All Contractors and sub-contractors are required to adhere to our Fundamental Principles of Purchasing and a Practical Guide is available to help suppliers understand our minimum requirements with respect to human rights, why we adopted such requirements and how they can effectively implement them.

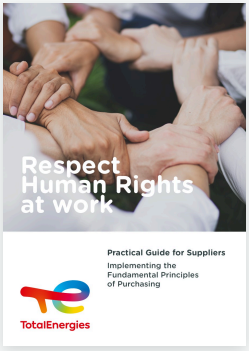
Contractors

Sub-contractors

ADHERE TO

REQUIREMENT

Fundamental Principles of Purchasing



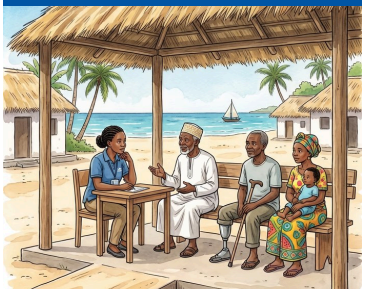
SUPPORT FOR SUPPLIERS

Practical Guide

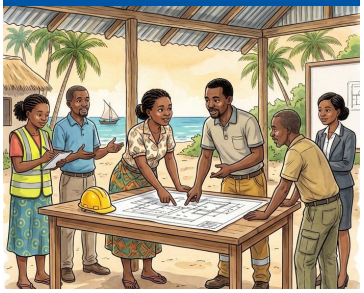
HUMAN RIGHTS POLICY

Mozambique LNG commits to:

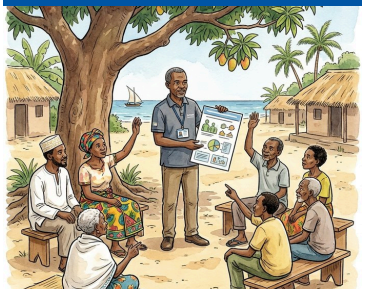
Pay Attention to the Rights of Vulnerable People



Be Sensitive to Gender



Engage, Consult and Share Information



Provide Grievance Mechanism



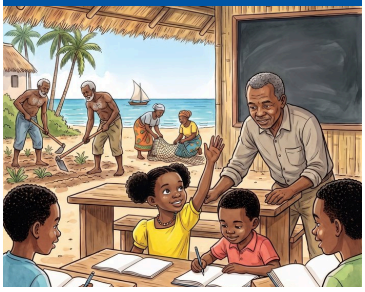
Protect Just and Favourable Working Conditions



Prohibit Discrimination



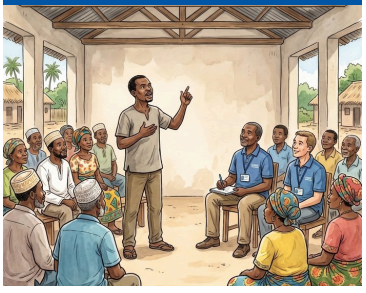
Prohibit Child Labour



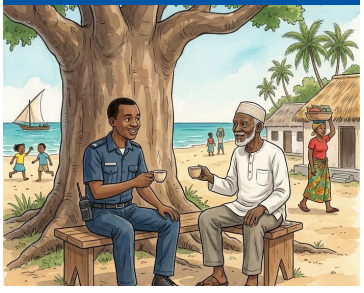
Prohibit Forced or Compulsory Labour



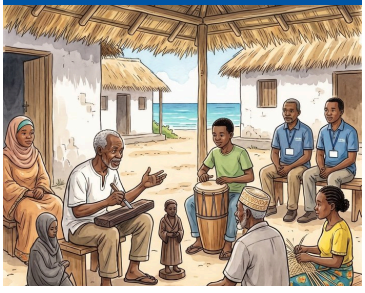
Respect Freedom of Speech and Expression



Promote Voluntary Principles on Security and Human Rights



Respect Culture



Prohibit Harassment at Work



REPORT A CONCERN
FREE GRIEVANCE LINE

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This poster is a visual summary of the Mozambique LNG Human Rights Policy. The signed policy remains the official reference document.

PROJECT PARTNERS