



Empower Technical Services Human Rights Commitment

Empower Technical Services & all subsidiaries and related entities are committed to respecting and upholding human rights throughout our operations and business relationships. We recognise that businesses have a responsibility to avoid infringing on the rights of others and to address adverse impacts where they occur.

Our approach to respecting human rights is guided by the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, including the Universal Declaration of Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We are committed to treating all individuals with dignity and respect. This applies to employees, contractors, subcontractors, suppliers, customers and the communities in which we operate.

To operationalise this commitment, we take a risk-based approach to identifying potential human rights impacts across our engineering and technical services activities and business relationships. This includes assessing the nature and severity of risks, engaging with stakeholders to understand their perspectives and prioritising actions to address the most significant issues.

Where risks are identified, we take steps to prevent and mitigate harm, and where impacts have occurred, we work to provide appropriate remediation. We establish clear channels for raising concerns and ensure that these are accessible and handled responsibly.

We also extend our expectations to our partners, suppliers and subcontractors, encouraging them to uphold similar standards and integrating human rights considerations into procurement and contracting processes.

Transparency is essential to accountability. We are committed to communicating our approach and progress, recognising that ongoing improvement is necessary to meet evolving expectations and challenges.

Formalised and approved by the Board of Directors on 10/22/2026

Director

Signed by:
Nick Manning
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