

Our Human Rights Policy



What's this policy about?



At OVO, we're committed to doing business in a way that's good for people and the planet. **Plan Zero**, our long-term strategy, outlines how we'll become a more responsible business leader – and take an active role in the transition towards a zero carbon energy system.

We're committed to respecting and upholding human rights in relation to our people, supply chain workers, customers, and communities. We believe that's an imperative, not an option, if we are to create long-term value for our business and stakeholders.

This policy outlines the human rights commitments we embed into our business.

Our human rights **impacts**

We've identified the human rights of 4 key groups relevant to our business:



Our human rights commitments



We commit to:

- Respect the human rights and dignity of all people, and comply with all legal requirements.
- Respect internationally recognised human rights, as well as:
 - The principles and guidance in the United Nations (UN) **Guiding Principles on Business and Human Rights**
 - The principles underpinning the **UN Global Compact**
 - **The International Bill of Human Rights**
 - And the fundamental rights set out by the International Labour Organisation's Declaration on **Fundamental Principles and Rights at Work**
- Where national law and international human rights standards differ, we'll follow the higher standard. Where they conflict, we'll adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.
- Identify, assess, understand and manage the risk of human rights issues in our own operations, supply chain, and communities. We commit to review those risks regularly, and put in place measures to manage them.
- Consider human rights risks in our business decisions. We commit to putting in place the processes and governance needed to make sure we consider the human rights consequences of decisions – both strategic and operational – being made by people across our business.
- Work with relevant others, such as suppliers and business partners, where the risk of human rights issues is not solely determined by our own actions.
- Make sure effective grievance mechanisms are in place for people (both within and outside of OVO) to raise concerns and provide effective remedy for those whose human rights have been adversely impacted.

How we apply this policy



Our human rights performance is ultimately overseen by OVO's Chief Executive Officer who is accountable for the delivery of Plan Zero.

Our Leadership Team is responsible for putting in place the resources, support, processes, and governance that will allow people throughout OVO to uphold this policy through their everyday behaviours, decisions and business activities.

This policy is reviewed and, if necessary, updated annually. It's made available to all OVO employees, at any time, through our company intranets. We publish it on our website to make our commitment transparent to our external stakeholders.

Who to report concerns to

OVO employees can raise potential breaches of our Human Rights Policy via our anonymous Speaking Out (whistleblowing) tool, in line with our Speaking Out Policy.

External stakeholders can report any potential violations to:

sustainable.suppliers@ovoenergy.com

or via our [anonymous whistleblowing form](#).

