

Benoil Services Limited

Human Rights & Anti Modern Slavery Policy

1. INTRODUCTION

- 1.1 Benoil Services Limited ("Benoil") is dedicated to upholding human rights and ensuring that our business is free from modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships.
- 1.2 Modern slavery refers to the exploitation of individuals through coercion, deception, or force for labour or commercial sex. It includes practices such as human trafficking, forced labour, and debt bondage, denying victims their freedom and basic human rights, often in industries like agriculture, construction, and manufacturing.
- 1.3 This policy outlines our commitment to respecting human rights and preventing modern slavery in our operations and supply chains.

2. HUMAN RIGHTS PRINCIPLES

- 2.1 Respect for Human Rights: Benoil is committed to respecting and promoting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights.
- 2.2 Non-Discrimination: We promote equality and diversity within our workforce and do not tolerate discrimination based on race, gender, age, sexual orientation, disability, religion, or any other characteristic.
- 2.3 Right to Fair Treatment: All employees have the right to work in an environment that is free from harassment, bullying, and any form of exploitation.

3. MODERN SLAVERY COMMITMENT

- 3.1 Zero Tolerance: Benoil has a zero-tolerance approach to modern slavery and human trafficking. We will not tolerate any form of forced labour or human trafficking in our operations or supply chains.
- 3.2 Supply Chain Transparency: We expect our supply chain to adhere to the same standards of human rights and that to have robust policies in place to prevent modern slavery.

4. RESPONSIBILITIES

- 4.1 Employee Awareness: All employees are expected to be aware of the risks of

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modern slavery and human trafficking and to report any concerns in accordance with the Company's Whistleblowing Policy.

Due Diligence: Benoil will carry out due diligence on new suppliers and business partners to ensure anti-modern slavery and human trafficking practices are being followed.

5. TRAINING AND COMMUNICATION

- 5.1 Employee Training: We provide training to all staff as necessary, on human rights and anti-modern slavery issues to ensure they understand the implications and can identify potential risks.
- 5.2 Policy Communication: This policy has been communicated to all staff to ensure compliance with our commitment to human rights and the prevention of modern slavery.

6. REPORTING AND ACCOUNTABILITY

- 6.1 Reporting Mechanisms: Staff are encouraged to report any concerns related to human rights violations or instances of modern slavery. Reports can be made to the Managing Director or through the Company's Whistleblowing Policy.
- 6.2 Consequences of Violations: Breaches of this policy may result in disciplinary action, including termination of employment, and may also lead to legal consequences for the Company.

7. REVIEW AND UPDATES

- 7.1 Policy Review: This policy will be reviewed annually by the Board to ensure its effectiveness and compliance with applicable laws and regulations.
- 7.2 Continuous Improvement: Benoil is committed to continuously improving our practices and policies to ensure the highest standards of human rights are upheld.

8. CONCLUSION

- 8.1 Benoil Services Limited is dedicated to fostering a culture of respect for human rights and the prevention of modern slavery. By adhering to this policy, we can

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ensure a positive work environment and maintain the trust of our employees, clients, and stakeholders.

9. RESPONSIBILITY FOR COMPLIANCE AND SCOPE OF POLICY

- 9.1 This policy is part of our suite of Ethical Business Practices policies and has been approved by the Board.

This policy has been approved & authorised by:

Name: Matt Anstead

Position: Managing Director

Date: 5th December 2025

Signature:

