

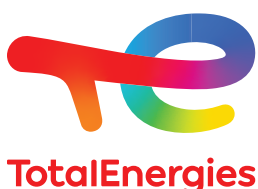
# SEXUAL HARASSMENT PREVENTION POLICY

**TotalEnergies EP Uganda (TEPU) is committed to providing a safe workplace environment for all its employees free from any form of harassment including sexual harassment.**

**This Sexual Harassment Prevention Policy requires shared responsibility by all TEPU staff and TAS personnel present on TEPU sites and is aligned with TEPU's Human Rights Policy (2022) which prohibits all forms of harassment. It is also subject to Ugandan law.**

- TEPU has zero-tolerance towards any form of sexual harassment. Sexual harassment refers to unwelcome conduct of a sexual nature causing offence, humiliation, and/or intimidation. Sexual harassment may be physical, verbal and/or non-verbal. It may occur through visual or electronic means. It includes, but is not limited to, situations where a person is asked to engage in sexual activity as a condition of that person's employment, unwelcome physical contact including patting, pinching, stroking, kissing, or inappropriate touching, sexual comments, stories and jokes, repeated and unwanted social invitations for dates or physical intimacy, displays of sexually explicit or suggestive material, sexually suggestive gestures, whistling, or leering.
- This policy applies to all TEPU staff, TAS personnel or third parties present at all TEPU sites. Sexual harassment is prohibited irrespective of where it takes place provided it is at a worksite or work-related event such as business trips, seminars, or training sessions.
- TEPU recognizes that sexual harassment may occur in unequal relationships. Any complaint under this policy can be raised through designated TEPU staff including TEPU CODIR members, line managers, the designated committee for sexual harassment prevention, the Ethics Officer or through TEPU's Contractor grievance mechanisms.
- TEPU shall provide education and training programs on sexual harassment for TEPU staff, TAS Personnel and third parties present on TEPU sites on a regular basis. TEPU shall also arrange for a dedicated training for the designated committee and for all designated persons.
- TEPU shall ensure that allegations are promptly investigated while protecting the confidentiality of all persons concerned such as person(s) affected and/ or bringing the complaint, witnesses and persons serving on the designated committee.
- Where there is a finding of sexual harassment, after a fair and thorough investigation, TEPU may decide on the appropriate disciplinary action to take, which may include termination of employment where applicable or cessation of TAS services where applicable.
- A person raising a sexual harassment complaint shall not be retaliated against. An employee and where applicable TAS personnel shall not raise a false or frivolous sexual harassment claim. In such a case the employer may take the appropriate steps.

**We encourage our business partners and contractors to act in a manner consistent with the principles set out in this policy. The implementation of this policy will be regularly reviewed by TEPU's human rights department.**



**Philippe GROUEIX**  
**General Manager**

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*Philippe GROUEIX*

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