



## **Labor Laws Policy**

Effective Date: January 5th, 2026

Last Reviewed: January 5th, 2026

Next Review Date: January 5th, 2027

### **1. Purpose**

Legacy Energies Inc. is committed to complying with all applicable labor laws and international labor standards. This policy ensures that all employees, contractors, and suppliers adhere to fair labor practices, providing a safe, respectful, and equitable workplace for all. Our approach is aligned with international labor conventions, including the International Labour Organization (ILO) Core Conventions, the Universal Declaration of Human Rights, and relevant national labor laws.

### **2. Scope**

This policy applies to all employees, officers, contractors, suppliers, and business partners of Legacy Energies Inc., across all jurisdictions where we operate. It governs employment practices, health and safety, working conditions, wages, benefits, and other labor-related matters.

### **3. Legal Compliance**

Legacy Energies Inc. complies with all relevant labor laws in the jurisdictions where we operate. This includes:

- Wage and Hour Laws: Adhering to minimum wage laws, overtime provisions, and regulations governing working hours.
- Health and Safety Regulations: Ensuring compliance with occupational health and safety standards to provide a safe and healthy work environment.
- Equal Employment Opportunity (EEO) Laws: Prohibiting discrimination and promoting diversity in hiring, promotions, and employment practices.
- Freedom of Association: Respecting the rights of employees to join labor unions, bargain collectively, and participate in union activities.

### **4. Key Labor Commitments**

#### **4.1 Freedom of Association & Collective Bargaining:**

In accordance with ILO Convention Nos. 87 (Freedom of Association) and 98 (Right to

Organize and Collective Bargaining), Legacy Energies Inc. recognizes the rights of employees to form and join unions and engage in collective bargaining. We will engage in good faith discussions with workers' representatives and ensure non-retaliation for exercising these rights.

#### 4.2 Non-Discrimination & Equal Opportunity:

Legacy strictly prohibits discrimination based on race, gender, age, religion, disability, sexual orientation, nationality, or any other protected characteristic in hiring, promotions, training, or compensation. We are committed to fostering an inclusive and diverse work environment, as outlined in our Diversity & Inclusion Policy.

#### 4.3 Health & Safety:

Legacy is committed to providing a safe and healthy work environment for all employees. We adhere to the highest health and safety standards, in line with local regulations and industry best practices, such as Occupational Safety and Health Administration (OSHA) standards and ISO 45001 for occupational health and safety management systems.

#### 4.4 Fair Wages & Working Hours:

Legacy ensures that all employees are paid at least the legally required minimum wage in their region of employment. We comply with laws regulating working hours, overtime pay, and provide legally mandated benefits such as paid leave, maternity/paternity leave, and sick leave.

#### 4.5 Prohibition of Forced and Child Labor:

We adhere to ILO Conventions 138 (Minimum Age) and 182 (Worst Forms of Child Labor) and prohibit the use of forced, bonded, or involuntary labor in our operations and supply chains. No employee under the legal minimum working age is employed, and no child labor is permitted in hazardous conditions.

### 5. Employee Rights and Responsibilities

#### 5.1 Employee Rights:

Employees at Legacy Energies Inc. are entitled to:

- A safe and healthy workplace.
- Equal opportunity for employment and advancement.
- Fair wages and benefits in accordance with labor laws.
- The right to report concerns about workplace safety, discrimination, or labor violations without fear of retaliation.

#### 5.2 Employee Responsibilities:

Employees are expected to:

- Follow all workplace health and safety procedures.
- Report any violations of this policy or unsafe working conditions.
- Treat all colleagues with respect and contribute to a positive and inclusive work environment.

### 6. Supplier and Contractor Compliance

#### 6.1 Supplier Requirements:

All suppliers and contractors working with Legacy Energies Inc. are required to comply with local labor laws and our Responsible Sourcing/Due Diligence Policy. This includes ensuring that their workers are paid fairly, treated with dignity, and provided safe working conditions.

#### 6.2 Monitoring & Audits:

Legacy conducts regular audits of its suppliers and contractors to ensure compliance with labor laws and fair labor practices. Suppliers found to be in violation of labor laws will be required to implement corrective actions, or risk termination of their contracts.

## 7. Reporting Violations

### 7.1 Grievance Mechanisms:

Employees and stakeholders can report any violations of labor laws or workplace rights through our Whistleblower Hotline or the Human Resources Department. All reports will be handled confidentially, and Legacy prohibits retaliation against anyone who raises concerns in good faith.

### 7.2 Investigation and Corrective Action:

All reported violations will be promptly investigated by the Compliance Department. If violations of this policy or relevant labor laws are confirmed, corrective actions will be implemented, and disciplinary measures may be taken against those responsible.

## 8. Training and Awareness

### 8.1 Employee Training:

Legacy provides regular training to employees on labor rights, workplace safety, and their responsibilities under this policy. Training sessions will cover topics such as harassment prevention, health and safety, and non-discrimination practices.

### 8.2 Manager Training:

Managers and supervisors receive additional training on how to apply labor laws in their decision-making processes, ensuring compliance and promoting a safe and equitable workplace.

## 9. Monitoring and Continuous Improvement

### 9.1 Audits and Reviews:

Legacy Energies Inc. conducts regular internal and external audits to ensure compliance with labor laws and this policy. The results of these audits will be reviewed by senior management, and any non-compliance will be addressed through corrective action plans.

### 9.2 Policy Review:

This policy will be reviewed annually to ensure it remains aligned with changes in labor laws, industry standards, and company practices. Amendments to this policy will be communicated to all employees and stakeholders.

## 10. Accountability and Consequences for Non-Compliance

### 10.1 Accountability:

All employees and managers are responsible for ensuring compliance with labor laws in their

respective areas of work. Any failure to adhere to this policy or relevant labor laws will result in disciplinary actions, including termination of employment or contracts.

#### 10.2 Consequences for Violations:

Violations of labor laws or this policy by employees, contractors, or suppliers will result in disciplinary actions, which may include warnings, suspension, contract termination, or legal action where applicable.

