



## INTRODUCTION

Hess is committed to conducting business in a manner that is respectful of our workers', neighbors', and communities' human rights. When applicable, we conduct environmental and social impact assessments to identify potential impacts and are committed to minimizing any negative social, cultural, environmental, health and safety impacts on our host communities as a result of our operations. We are committed to respecting all internationally recognized human rights as set out in the Universal Declaration of Human Rights (UDHR).

While governments have the principal role in protecting human rights, we believe that our company can and should respect and advance human rights in our sphere of influence. We believe that this also presents us with an opportunity to make positive and lasting contributions in the areas of governance, transparency, respect for the rule of law and social and economic development. In meeting our responsibility to respect human rights, we endorse the United Nations Guiding Principles on Business and Human Rights (UNGP).

## EXPECTATIONS

### Labor Rights

We endorse and respect the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and ILO's Core Conventions on Rights at Work. We are committed to fostering a culture that is inclusive and provides equal employment opportunities to all employees and job applicants regardless of race, color, religion, sex, disability, age, sexual orientation, gender identity, national origin, veteran status, or genetic information.

We are committed to providing access, equal opportunity and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. We do not permit the employment of children or the use of forced or compulsory labor in any of our operations. We do not tolerate any forms of modern slavery and human trafficking. We recognize and respect our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules, regulations, and customs. We are committed to providing a work environment that is free from all forms of conduct that can be considered harassing, coercive or disruptive, including sexual harassment.


### Supply Chain

We are committed to a strong and diverse supplier network which supports our goal of making a positive contribution in the communities where we do business. We expect our suppliers and contractors to respect human rights, comply with applicable international standards and laws and act in accordance with this Policy and our Code of Business Conduct and Ethics and all related policies. Our suppliers and contractors are expected to take reasonable measures to ensure they communicate and uphold requirements consistent with this Policy across the value chain of their business.

### Community Development and Stakeholder Engagement

We actively engage with civil society, local communities and host governments to support our social license to operate. Where appropriate, we support programs that seek to make a lasting and positive social and economic impact guided by the United Nations Sustainable Development Goals (SDGs) and our social investment priorities. Our approach to program design is to engage stakeholders early on to understand their priorities and involve them in program development, implementation and assessment.

We provide community feedback mechanisms, including those for grievances, for our stakeholders in order to receive, record, and report inquiries and resolutions.

	Human Rights Policy	Effective: April, 2025
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### Security

Our ability to accurately assess risks present in our operating environments is critical to the security of our personnel, local communities and assets. Hess recognizes the importance of the United Nations Voluntary Principles on Security and Human Rights (UNVP) as appropriate guidance in the matters of security.

### Indigenous Peoples

We respect the rights of Indigenous Peoples, and when applicable, we will follow an approach consistent with the principles set out in international standards, such as the ILO's Indigenous and Tribal Peoples Convention (No. 169), and the UN Declaration on the Rights of Indigenous People (UNDRIP). When and where applicable, we will also seek to apply the principles of Free, Prior and Informed Consent (FPIC).

### Governance and Transparency

We conduct our work to the highest standards of business and personal integrity as detailed in our Code of Business Conduct and Ethics and other related policies. Employees, contractors, suppliers, agents, and other business partners are expected to report suspected breaches of our Code of Conduct, including potential human rights concerns through various means made available to them. Additionally, we conduct training on relevant topics using a risk-based approach.

We are committed to transparency and good governance. We also believe in fair and honest competition, and endorse and participate in efforts such as the Extractive Industries Transparency Initiative (EITI), which are designed to combat corruption and promote the rule of law.

We routinely monitor, assess and report on our conformity with this policy through our annual sustainability report.

This policy applies to Hess Corporation and its affiliates and subsidiaries, all Hess-operated assets, business units and projects and activities; our employees, including officers; and contracted workforce.



John B. Hess  
Chief Executive Officer