

DRAX GROUP POLICY

Indigenous Peoples Policy

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1. Introduction

As Drax moves its business forward across the globe, there is a growing requirement to ensure that Drax has a company policy from which its interaction with Indigenous Peoples is governed. Most certifications and governance models and measures (such as Environmental and Social Governance reporting) are requiring a company policy on Indigenous Peoples relations that addresses free and prior informed consent (FPIC) of Indigenous Peoples when operating within their traditional territories.

Having an Indigenous Peoples policy demonstrates Drax's commitment to reconciliation and to building respectful, long-term relationships with First Nations, Métis, and Inuit communities whose traditional territories intersect with our operations. This policy represents an important first step in formally recognizing the significance of these relationships and our shared responsibility to engage in meaningful dialogue. It reflects Drax's willingness to listen, learn, and collaborate with Indigenous communities in ways that foster mutual understanding, respect, and shared benefits.

2. Policy purpose

Drax recognizes the profound relationships that Indigenous Peoples have with the land on which we operate and from which we source raw materials. Drax is committed to engage and collaborate with these communities to ensure that we respectfully listen to, learn from, understand, and respond to concerns related to our operations and those of our suppliers. Drax is also committed to providing information about our operations, projects, economic benefits, and risks associated with them.

3. Applicability

This policy applies to **ALL** colleagues including temporary colleagues and those working for and on behalf of Drax.

Who to contact for help?

If you have any comments or questions about this policy, please contact:

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4. Policy Statement

Drax is committed to working with Indigenous communities in a manner that recognizes and respects all legal and constitutional rights, as well as international rights enshrined in the Universal Declaration of Human Rights (UNHR), the United Nations Declaration on the Rights of Indigenous People (UNDRIP), and ILO Convention 169. Drax commits to ensuring that our projects and operations are carried out in a respectful and environmentally responsible manner.

Through meaningful dialogues, Drax will endeavour to develop and foster meaningful relationships, identify potential projects, programs, and business opportunities with communities where Drax operates.

Drax is committed to:

- Setting high ethical standards and conducting our business with honesty, integrity, transparency, and in accordance with all applicable laws and regulations.
- Creating economic opportunities and fostering goodwill in the communities in which we operate through locally relevant and co-created initiatives.
- Increasing the participation of Indigenous Peoples in our business through direct employment, the procurement of services, and other forms of partnerships.
- Building positive and sustainable relationships with Indigenous Peoples, based on trust and respect, and following free, prior, and informed consent (FPIC).
- Working with our suppliers on developing collaborative and respectful relationships with Indigenous Peoples and local communities, based on the principles of FPIC.
- Monitoring the impacts of our operations and supply chains through direct dialogue with impacted Indigenous Peoples and local communities.