



Human Rights Policy

RIGNET, INC.

Human Rights Policy

At RigNet, we believe that digital transformation will lead to a more sustainable energy industry. From early detection of a faulty valve on a pipeline in an environmentally sensitive area, to workforce safety solutions that provide real time risk detection, to safer well planning, to fuel optimization for international shipping, we pride ourselves on making the energy industry safer, more efficient and more environmentally friendly. We expect to be held to high standards in what we do. We strive to be a safety leader in our industry, a good corporate citizen and the best place to work.

We care about the impact of our decisions, large and small, on those around us. This includes impacts on human rights.

Our actions and operations as a company can bring about many benefits to individuals and improvements to communities where we are an employer and neighbor.

Commitment

- We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We respect internationally-recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights.
- We treat everyone who works for RigNet fairly and without discrimination. Our employees, contractors and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- We respect freedom of association. Where our employees wish to be represented by trade unions

or work councils, we will cooperate in good faith with the bodies that our employees collectively choose to represent them within the appropriate national legal frameworks.

- We respect the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them.
- We will seek to make contractual commitments with suppliers that encourage them to adhere to the same principles contained in this policy statement.

Delivery

- We will meet our responsibility to respect human rights by implementing the relevant sections of the UN Guiding Principles on Business and Human Rights and incorporating them into the processes and policies that govern all our business activities.
- We will work to embed human rights into environmental and social impact assessments as appropriate. In assessing and addressing the impacts of our operations, we will consult with those who may be affected, including indigenous peoples, where this is possible and appropriate, while meeting applicable legal requirements.
- Where RigNet identifies that we have caused or directly contributed to adverse impacts on the human rights of others, RigNet shall cooperate in the remediation of the adverse impacts through legitimate processes.
- We will make sure that our communications with governments, regulatory bodies and public authorities are consistent with our human rights commitments, as stated in this policy.
- In those instances where there is a conflict between a legal requirement and this Policy Statements, we shall seek to always apply the most stringent standard, as stipulated in the UN Guiding Principles on Business and Human Rights, without violating domestic law.

Governance

- This Policy Statement applies to every employee and officer in every RigNet company.