

HUMAN RIGHTS POLICY

Cypress Creek Energy is committed to supporting human rights. Respect for human rights is a core value of our business. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. Our Human Rights Policy sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization.

Cypress Creek Energy is committed to the principles and the internationally recognized standards set forth by the UN Global Compact Principles, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

We require all entities in the Cypress Creek Energy organization and all employees, partners, and suppliers to act in this manner and implement appropriate human rights protections in their own operations.

To organize our efforts, we break down our Human Rights Policy into the following categories:

1. ETHICAL BUSINESS CONDUCT
2. FORCED LABOR AND CHILD LABOR
3. EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES
4. SAFE AND HEALTHY WORKPLACE
5. DIVERSITY AND INCLUSION

ETHICAL BUSINESS CONDUCT

We are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business conducted on behalf of Cypress Creek Energy to be carried out with honesty and integrity and in full compliance with all applicable laws and regulations.

FORCED LABOR AND CHILD LABOR

We are committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking. We do not engage in or condone the unlawful employment or exploitation of children.

We require our vendors to uphold these principles and comply with ethical labor practices. No forced labor or child labor should be traced to any element of their supply chain. We will work to require our counterparties to meet these requirements and will not do business with vendors that violate these requirements.

EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES

We believe all our employees deserve to be treated with integrity and respect. We promote a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws.

SAFE AND HEALTHY WORKPLACE

The safety and health of our employees is of the utmost importance to Cypress Creek Energy. We provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies.

DIVERSITY AND INCLUSION

We support and encourage diversity and inclusion within our business by maintaining workplaces that are free from discrimination and harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights. We are committed to providing equal opportunities for all employees, preventing all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation.

OUR MOTIVATION

Our Human Rights Policy is driven by our core values.

- Care is the baseline of our Human Rights Policy and drives our decisions.
- We empower employees to have the Courage to speak up about potential human rights violations.
- Our Creativity helps us find innovative ways to address human rights issues in our business operations.
- We have Conviction in standing by these human rights standards.
- Collaboration ensures our employees and partners work together to adhere to these standards.

Cypress Creek Energy's executive team oversees the implementation of this Policy and coordinates our efforts to identify, address, train and report on our human rights risks and opportunities and foster a dialogue on these issues with employees, shareholders and other stakeholders.