

UNITED OIL & GAS
CORPORATE
RESPONSIBILITY POLICY



United Oil & Gas plc ("United", the "Company") and its subsidiaries (together the "Group") considers that to act in a responsible manner towards our stakeholders is critical to the success of our business. United is committed to maintaining the highest standards of corporate responsibility in its business activities.

We believe that we can most effectively generate longer-term value for our shareholders conducting business activities responsibly and in a way that also delivers lasting socio-economic benefits to all our other stakeholders. The Corporate Responsibility Policy embodies the following commitments:

Our HSE management systems, policies, statements procedure will:

- Promote sound industry practice in all our dealings with stakeholders of our business including application of our Code of Ethics.
- Contribute to economic and social development and make a positive contribution to the UN Sustainable Development Goals, UN Global Compact.
- Comply with all applicable laws, regulations and other employment standards.
- Consult with and respond to the genuine concerns and grievances of our stakeholders in a timely manner.
- Behave with honesty and integrity in all our activities and relationships with others and reject bribery and corruption in all its forms.
- Set objectives and targets for improving our corporate social management and performance including monitoring of our risks, and reporting openly on the assessment opportunities, impacts and performance.
- Ensure that everyone understands and follows ethical practices including sharing of knowledge, training our people, and improving awareness of stakeholders

United are committed to open, honest, and long-term dialogue with our stakeholders and to:

- To act as a good neighbour and strive to understand and respect local communities' rights, traditions, customs, culture and dignity while conducting business activities in a safe and responsible manner.
- Commitment for a positive socio-economic impacts of discretionary community investment aligned with the UN Sustainable Development Goals, in collaboration with local authorities and civil society.
- Acting honestly and openly with all stakeholders, respecting the law and human rights.
- Contributing to development goals and value creation of host countries.
- Promoting a culture of inclusion and to ensure the values of diversity and equality are reflected in the way United conducts its business activities.

Human Rights

In all our activities we will:

- Respect, support and promote internationally recognised human rights standards wherever we operate and seek to ensure non-complicity in human rights abuses aligned with the UN Guiding Principles on Business and Human Rights.
- Identify, assess, prevent, or mitigate adverse human rights impacts resulting from or caused by our business through effective due diligence and mitigation processes.
- Maintain zero tolerance of all forms of modern slavery and not be complicit in the use of forced, compulsory, bonded or child labour or any form of human trafficking.
- Provide human rights training to our personnel and actively promote awareness of human rights issues with our stakeholders.

Employees will:

- Respect the rights and dignity of every employee and treat them fairly and without discrimination promoting equal opportunity and diversity.

- Recognise employees' individual and team contribution, rewarding them appropriately and encouraging team working and the sharing of knowledge and information throughout the organisation.
- Consult and involve our employees and their representatives respecting and upholding freedom of association and the right to free collective bargaining.

Local Communities

We are committed to our communities and will:

- Respect the rights of indigenous peoples in all countries in which we operate and seek their Free, Prior and Informed Consent (FPIC)
- Assist in local community programmes where we operate, in consultation with local government, the public and our stakeholders.
- Assess and address the potential impacts of activities, both positive and negative at appropriate stages in operations, setting objectives and targets for improving our social responsibility management and performance to reduce and mitigate any risks or impacts.
- Protect and support cultural heritage.
- Ensure that appropriate and accessible mechanisms are in place for those affected by our operations to raise and address grievances, learning lessons from any issues or grievances raised.

Suppliers and Business Partners

- Ensure that contractors and suppliers are aware of and conform with our Code of Ethics and Business Conduct, policies and standards
- Where necessary, work with contractors and suppliers to improve their own understanding and application of ethical business behaviours and practices
- Use our leverage and influence with suppliers and business partners to promote high standards of ethical business behaviours

This Policy is underpinned by more detailed Policies and Statements on, *Code of Ethics and Business Conduct Human Rights, Modern Slavery and Human Trafficking Statement, Anti-corruption and bribery Policy ; Diversity and Inclusion Policy; Whistleblowing Policy; Health & Safety Policy; Community Investment Policy, and Environmental Policy.*

United will apply the above principles directly on projects for which it has ultimate accountability. Where United is a non-operator, the Company will use its relationships and influence as Joint Venture partner and its role in the Joint Operating Company to achieve these aims.

The Board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The COO has primary and day-to-day responsibility for implementing this policy and for monitoring its use and effectiveness and dealing with any queries on its interpretation and will report regularly to the board on its effectiveness. Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this policy and are given adequate and regular training on it. Everyone who is engaged for work for United shall be familiar with the policy and contents. The policy will be reviewed at least annually by the Board. The Policy is available on the company website, will be communicated within the organisation, and will be supplied to interested parties upon request.



Jonathan Leather
Chief Operating Officer
July 2022