

UNITED OIL & GAS

DIVERSITY AND INCLUSION POLICY



UNITED
OIL & GAS

Purpose

This policy sets out United Oil & Gas plc ("United", the "Company") and its subsidiaries (together the "Group") approach to equality, diversity and inclusion and our commitment to promoting a culture that actively values diversity and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. United aims to be an inclusive organisation, committed to providing equal opportunities throughout their employment including in their recruitment, training and development.

We mean diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contribution.

Our talent acquisition process takes into account diversity and gender equality to ensure we develop and maintain an inclusive workforce that is representative of the places we operate in, and brings in a range of knowledge, skills and perspectives to the business. An inclusive work environment is key to innovation, creativity and retaining employee talent.

United's Commitment

Every employee is entitled to a working environment that promotes dignity, equality, and respect for all. We will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of protected characteristic:

- Sexual orientation
- Gender identify or expression
- Relationship status
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality and national origin, culture background)
- Disability
- Socio-economic background
- Religions and /or belief and
- Age

Discrimination on the basis of work pattern (part-time working, fixed term contract, flexible working) will also not be tolerated.

At United, our aim is to include into our workplace the diversity of the countries and communities we have business activities in. To achieve this, we need a workplace culture that is welcoming and celebrates diversity. All employees will be equally to develop their skills and fulfil their potential and take advantage of training, development and progression opportunities.

United's Diversity and Inclusion principles

United's principles in relation to Diversity and Inclusion are to:

- Develop a workforce that reflects the diversity of the communities we serve
- Cultivate a culture which fosters access and inclusion, with all and external stakeholders treated fairly and with respect
- Recruit, develop and manage employees in line with individual competencies
- Provide a supportive working environment that is adapted as required to meet the needs of a diverse workforce
- Adapt and adopt an organisation and work methods to include everyone
- Commit to a policy of equal employment opportunity and pay equality
- Maintain a workplace that is free of any harassment or unfair discrimination with the appropriate avenues for the investigation of complaints

Application of this policy

This policy applies to all conduct in the workplace and also to conduct of the workplace that is work related (e.g. at meetings, social events and social interactions with colleagues) or which may impact on Unites' reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to United).

No form of intimidation, bullying or harassment will be tolerated, and clear reporting procedure are in place to prevent and stop this behaviour through our

- **Code of Ethics and Business Conduct**
- **Whistleblowing Policy**
- **Corporate Responsibility Policy**

Anyone who believes they may have suffered discrimination should reach out to a line manager.

Allegations regarding potential breaches of the policy will be treated in confidence and investigated in accordance with the appropriate procedure. United will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by the Company as a result

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Who is responsible for the policy?

The success of the policy and promoting workplace diversity is dependent upon the support of everyone at all levels within United. However, ultimate responsibility for ensuring implementation and operation of this policy will rest with the Board of Directors (the "Board") of United Oil and Gas plc.

The CFO 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.

On behalf of the Board of Directors of United Energy plc



Peter Dunne
Chief Financial Officer
July 2022