

UNITED OIL & GAS

HUMAN RIGHTS POLICY



UNITED
OIL & GAS

United Oil & Gas plc ("United", the "Company") and its subsidiaries (together the "Group") conducts its business in accordance with the fundamental principles of Human Rights enshrined in the Universal Declaration of Human Rights. Our Human Rights Policy is in line with the provisions of Chapter IV of the 2011 OECD Guidelines for Multinational Enterprises and reflects the UN Guiding Principles on Business and Human Rights. We respect the protection of human rights across our internal and external business environment, encompassing our workers and employees, our supply chain, host communities and the wider stakeholder group. We uphold the internationally accepted labour standards of the International Labour Organisation (ILO) and are guided by the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (5th edition 2017). We are committed to protecting our employees, avoiding negative impacts on host communities and ensuring we are not complicit in any human rights abuses. We employ a range of processes to identify and address human rights issues and have integrated human rights into our governance, and management system, as follows:

- We ensure our agents, contractors and suppliers are made aware of and comply with our Human Rights Policy and defined supplier standards.
- We make every effort to ensure that our JV partners respect our Human Rights Policy and related Standards.
- We ensure our communications with government are consistent with our Human Rights Policy.
- We maintain the security of our business activities within a framework that ensures respect for human rights
- The fundamental rights of our workers are paramount, and we strive to provide a safe and healthy place of work, based on the principle of equal opportunity and fair treatment.
- We are committed to providing a workplace that is inclusive, free from discrimination, and where our employees, contractors and suppliers can work in dignity and full enjoyment of their legitimate rights.
- We remain respectful and accepting in our relationships with current and future employees without discrimination or prejudice on grounds of age, disability, gender, marital status, sexual orientation, colour, race, religion or any other characteristic protected by applicable laws.
- We respect the indigenous rights and cultures of the communities within our host countries as defined by ILO Convention 169 on Indigenous and Tribal Peoples.
- We recognize the importance of engaging with stakeholders and local communities and set up effective and transparent social engagement programmes in all our areas of operation.
- We have developed grievance management procedures and take appropriate steps to avoid, minimise and/or mitigate any negative impacts from our activities.
- We include human rights as part of integrated environmental and social impact assessments (ESIA) undertaken for material operational activities.
- We identify, assess and manage human rights risks within our sphere of influence and conduct human rights due diligence as part of our corporate processes, including prior to new projects and investments, in accordance with our new entry procedures

This policy is underpinned by our supporting policies, procedures and statements.

The Policy is available on the company website, will be communicated within the organisation, and will be supplied to interested parties upon request. The policy will be reviewed at least annual by the Board. 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.

On behalf of the Board of Directors of United Energy plc



Jonathan Leather
Chief Operating Officer
July 2022