



Human Rights Policy

At Seplat Energy (Seplat), we are committed to respecting and protecting locally and internationally recognized human rights wherever we conduct our business, including providing security to protect our operations. As a responsible business, we work hard to treat all people fairly, respectfully and with dignity.

Our Code of Business Conduct prohibits us from doing business with any individual or organization that we consider could be participating in human rights abuses. At the same time, our HSE Policy specifies that our aim is to always provide a healthy and safe workplace and to minimize any negative impacts of our activities on the environment and our host communities.

We engage actively with stakeholders in our operating environment to bolster our social license to operate amongst our host communities. Our Discrimination, Bullying & Harassment Policy underpins our commitment to diversity, inclusion, and mutual respect within our workforce and our zero tolerance to discrimination, bullying and harassment.

We support the ILO Declaration on Fundamental Principles and Rights at Work, including freedom of association, effective recognition of the right to collective bargaining, elimination of forced or compulsory labour, abolition of child labour, and elimination of discrimination in employment practices.

Through our Diversity & Inclusion Policy, we are committed to promote a workplace that reflects the diversity of the local, regional, national and international communities in which we operate. We aim to be a company where people are free to be themselves, regardless of their identity or background.

This Policy provides the basis of Seplat's human rights approach and is supported by the human rights commitments in Seplat's Code of Business Conduct and other operating policies.

Principles

Seplat will achieve these Objectives by:

- Taking steps to identify, prevent and mitigate potential adverse human rights impacts for our existing activities and new opportunities.
- Proactively engaging with stakeholders to ensure that the human rights of its host communities and communities potentially impacted by its activities are respected and protected.

- Implementing and monitoring a robust and accessible grievance mechanism for individuals or communities to raise complaints or concerns, and processes for their resolution
- Recognising the rights of our employees to freedom of association and to join representative organisations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable regulations and principles.
- Opposing the occurrence of modern slavery including forced labour, child labour, bonded labour or human trafficking in our operations or supply chain.
- Mandating that our suppliers comply with Seplat's Code of Business Conduct, which stipulates that suppliers must respect the human rights of all people, and with modern slavery and human rights contractual provisions that support our commitment.
- Managing security in a way that respects human rights, as reflected by our commitment to the Voluntary Principles on Security and Human Rights.
- Implementing our Security and Human Rights Framework to help ensure the security of our people, assets, the environments in which we operate and the communities with whom we interact.
- Refusing to support or fund regimes, governments, government officials or other politically exposed persons in places with a poor human rights record.
- Ensuring that no charitable donation or social investment directly or indirectly supports organizations or groups that abuse human rights.
- Periodically conducting human rights assessments to identify and manage potential and actual human rights risks and impacts across its operations and value chain.

Application and Responsibility

The CEO shall be responsible for ensuring that this Policy is implemented effectively.

This Policy applies to all directors, employees, contractors, vendors, advisers, appointed agents or persons performing any work/services on behalf of Seplat. This Policy shall also apply to all the business and non-business-related activities over which Seplat has operational control.

Where we are not the operator, we will seek to influence our joint venture participants so that the joint operation adopts commitments similar to those of this Policy.