

## SOCIAL PERFORMANCE & SUSTAINABILITY POLICY

Assala Energy is committed to protecting the health, safety, security and environment of local communities neighbouring our activities, by minimising or offsetting negative environmental and social impacts, or effects on cultural heritage; by accompanying viable, sustainable, and economically diverse projects to dilute local reliance on the oil and gas industry and by positively contributing to employment and increased local capacities through Local Content activities.

### To meet this objective, Assala Energy will:

- Demonstrate strong leadership and visible commitment to protecting community health, safety, security and the local environment, with clearly defined responsibilities and accountabilities across the organisation.
- Subscribe to and comply with relevant national and international legislation, standards and requirements that align with our Values and ensure Assala performs better than the minimum local or international requirements. This includes compliance with International Finance Corporation Performance Standards, Equator Principles, the Paris Agreement (and specifically the World Bank's Zero Routine Flaring by 2030 target), labour laws and working conditions of our host nations.
- Respect our neighbours and contribute to social development and viable, sustainable local community programmes where we operate.
- Engage regularly with stakeholders by consulting with communities neighbouring our operations through open and honest communication and the use of a robust grievance mechanism.
- Proactively identify, evaluate, and manage social risks associated with our activities.
- Monitor and evaluate our social, sustainability and Local Content performance.
- Set targets for continuous improvement.
- Set clear expectations with our contractors and suppliers and provide appropriate oversight to deliver Assala Energy's Local Content strategy.
- Commit to identifying, protecting, and preserving the cultural heritage in the areas in which we operate including, but not limited to sacred places, shrines and trees.

We all have an individual and collective responsibility to respect communities and build win-win partnerships with our stakeholders to ensure long-term benefit from our operations.

David ROUX



Chief Executive Officer - Assala Energy UK Limited

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