

## Sustainability Policy

Sustainable development at Grand Gulf Energy encompasses our commitment and policy towards Environmental Social, Governance (ESG) and sustainability. We aim to create sustainable value for our shareholders, employees, contractors, suppliers, customers, business partners and the communities in which we operate.

We recognise that the activities of natural resource exploration and production may impose costs and impacts on communities and on the environment. We accept the responsibility to participate and contribute, along with the community and government, in a decision-making process and approach that allows development to proceed in a way that balances social, economic, and environmental considerations.

We aspire to care for our people, our communities and the environment and strive to achieve industry- leading practice. Sound principles to govern safety, business conduct, social, environmental, and economic activities are integral to the way we do business.

Wherever we operate we will develop, implement, and maintain management systems for sustainable development that drive continual improvement and ensure we:

- identify, assess, and manage risks to our employees, contractors, the environment, and our communities
- do not compromise our safety values and seek ways to promote/improve the health of our workforce and the community in which we operate
- uphold the highest ethical business practices in all our operations
- respect the cultures, customs, and values of people wherever we operate, by understanding, promoting and upholding fundamental human rights within our influence, including respect for indigenous traditional rights and cultural heritage
- encourage a diverse workforce and provide a work environment where employees are treated fairly and with respect, and are encouraged to realise their full potential
- promote environmental protection by assessing and considering ecological values and land-use aspects in investment, operational and closure activities
- set targets that promote efficient use of resources, including reducing/preventing pollution
- maintain regular communication with people affected by our operations, and take into consideration their views and concerns during decision making processes
- develop alliances that foster the sustainable development of our communities, whilst enhancing economic benefits from our operations
- contribute to national, regional, and local economic well-being and security through creating employment opportunities and purchasing of goods and materials
- allowing shareholders and investors to earn a fair and equitable return in proportion with the risk they take
- regularly review our performance and report our progress publicly.

In implementing this Policy, we will seek the support and involvement of our employees, contractors, suppliers, customers, business partners and communities in sharing responsibility to meet our requirements.