



INGREBOURN ENERGY LIMITED
HUMAN RIGHTS POLICY STATEMENT

Review Frequency
This document is reviewed every five (5) years.
Document Ref: INGRE HRPS
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Document Author: Vivian Danbaba Designation: HR & ACCOUNT MANAGER
Document Owner: Vivian Danbaba

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At **INGREBOURNE Energy**, we are dedicated to upholding and safeguarding human rights, recognized both locally and internationally, wherever we operate. This commitment includes securing our operations responsibly. As an ethical business, we prioritize treating all individuals with fairness, respect, and dignity.

Our Code of Business Conduct prevents us from engaging with any individual or organization involved in human rights violations. Additionally, our Health, Safety, and Environment (HSE) Policy emphasizes our aim to ensure a safe, healthy workplace and to reduce any adverse effects of our activities on the environment and surrounding communities.

We actively engage with stakeholders to strengthen our social license to operate within our host communities. Our policy on Discrimination, Bullying & Harassment supports our commitment to diversity, inclusion, and mutual respect within our workforce, with zero tolerance for discrimination, bullying, and harassment.

We endorse the ILO Declaration on Fundamental Principles and Rights at Work, supporting freedom of association, collective bargaining, the elimination of forced labour, child labour, and discrimination in employment.

Through our Diversity & Inclusion Policy, we strive to create a workplace that reflects the diversity of the communities in which we operate, allowing everyone to express their identity freely.

This Policy serves as the foundation of INGREBOURNE's human rights strategy and is reinforced by our Code of Business Conduct and other policies.

Principles

To achieve these objectives, INGREBOURNE will:

- Identify, prevent, and address potential human rights risks in current operations and new opportunities.
- Engage proactively with stakeholders to respect and protect human rights in our host and impacted communities.
- Establish and monitor a grievance mechanism for individuals or communities to report issues and find resolutions.
- Respect employee rights to join associations and engage in collective bargaining as permitted by law.
- Oppose modern slavery, including forced labour, child labour, bonded labour, and human trafficking in our operations or supply chain.
- Require suppliers to comply with INGREBOURNE's Code of Business Conduct, ensuring respect for human rights and adherence to anti-slavery provisions.
- Manage security in line with our commitment to the Voluntary Principles on Security and Human Rights.
- Implement our Security and Human Rights Framework to safeguard our employees, assets, environments, and communities.

- Avoid supporting or financing entities or individuals in areas with poor human rights records.
- Ensure charitable donations and social investments do not support organizations or groups that violate human rights.
- Regularly conduct human rights assessments to identify and manage risks and impacts within our operations and supply chain.

Application and Responsibility

The CEO is responsible for ensuring the effective implementation of this Policy. It applies to all INGREBOURNE directors, employees, contractors, vendors, advisers, agents, and anyone performing work on behalf of the company. This Policy covers all activities under INGREBOURNE's operational control. In cases where we do not have full operational control, we will seek to influence our joint venture partners to adopt similar commitments to those in this Policy.

SIGNED ON BEHALF OF THE BOARD OF DIRECTORS

On This Day 18th of September 2023

Signed 

CHAIRMAN