

ETHICS & BUSINESS INTEGRITY POLICY

OUR GOALS ARE:

- ▶ To promote and maintain honesty, integrity, and **high ethical standards**.
- ▶ To **prevent financial and reputational damage** to Perenco and its staff.

PERENCO PERSONNEL MUST BE COMMITTED TO ACHIEVING THESE GOALS.

- ▶ Managers are responsible and accountable for upholding and communicating this policy and **leading by example**.
- ▶ All Perenco personnel **must comply with this policy** and promptly report concerns or violations.

TO ENSURE COMPLIANCE WITH OUR ETHICS & BUSINESS INTEGRITY POLICY WE MUST:

- ▶ **Comply with all laws** governing Perenco and its operations and all Perenco internal policies.
- ▶ Treat all staff, business partners and local communities **fairly and with respect**.
- ▶ Ensure we **avoid making any illegal payments** including to customers, agents, and host governments.
- ▶ **Avoid all conflicts of interest** including any transactions which could be perceived as conflicts of interest.
- ▶ Ensure all Perenco documentation, including financial accounts and records, are **accurate, complete and truthful**.
- ▶ **Maintain confidentiality** of commercially sensitive information.
- ▶ **Compete fairly**.
- ▶ Report all violations and concerns in a **spirit of openness and transparency**.

“ We must ensure we maintain the highest standards of business integrity in all our dealings with employees, customers and suppliers, partners, communities and host governments. ”

If you have concerns or questions about this policy or suspect any violation of it, you should contact (in confidence) the Perenco General Counsel at compliance@perenco.com. Perenco undertakes to investigate all reports and to ensure no retaliation against anyone who makes such a report in good faith.


FRANÇOIS PERRODO
PERENCO'S CHAIRMAN