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Perenco S.A.

Human Rights Policy

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Perenco S.A. Human Rights Policy

Our commitment

At Perenco, we are guided by our core values, together, pioneer, commitment and excellence and believe in creating shared values wherever we operate. Our commitment to respecting human rights is guided by the International Bill of Human Rights, including the Universal Declaration of Human Rights, coupled with the International Labour Organisation's (ILO) fundamental conventions, and the ILO Declaration on Fundamental Principles and Rights at Work. We expect our employees, suppliers, buyers, and other third parties to uphold these same standards. This policy applies to all employees of Perenco and its wholly-owned subsidiaries and sets out our commitment to respecting human rights and to avoiding causing or contributing to adverse human rights impacts through our activities and value chains.

Perenco recognises its influence and impact as an international energy company, on the human rights of a wide range of stakeholders, including through its role as an operator, employer, procurer, provider of goods and services, and supporter of local communities. Our respect for human rights includes our commitment to supporting a just energy transition, further details of which are included in our [Sustainability Report](#). We also recognise the importance of adhering to international human rights standards and we are working towards aligning with the principles set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Our approach to sustainability, including human rights, is built upon international frameworks including the Global Reporting Initiative (GRI) Standards, the OECD Due Diligence Guidance for Meaningful Stakeholder Engagement in the Extractives Sector, the International Petroleum (IPIECA) and the Sustainability Accounting Standards Board (SASB).

Labour rights and modern slavery


We are committed to fair employment as one of our key priorities and we support the ILO Declaration on Fundamental Principles and Rights at Work. This includes respecting the right to freedom of association and collective bargaining and committing to the elimination of all forms of forced or compulsory labour and the abolition of child labour. In line with these principles, Perenco takes action to ensure there is no slavery or human trafficking within its business or value chains. Our anti-slavery approach in relation to Perenco is communicated through our Anti-slavery and Human Trafficking Policy. Our Code of Conduct outlines our commitment to operating with high ethical standards, including treating all staff, business partners, and local communities fairly and with respect. Our [Social Responsibility Policy](#) outlines our commitment to respecting international labour standards and the rights of individuals.

Indigenous peoples

Perenco aims to contribute to the positive development of the countries and local areas in which we operate. Our interactions with indigenous peoples around the world are consistent with the goals of the United Nations Declaration on the Rights of Indigenous People (UNDRIP). All employees and contractors are expected to follow and act consistently with our [Indigenous Peoples Engagement Policy](#) which outlines our responsibilities and the responsibilities of those working for us to promote harmonious and respectful relations with Indigenous communities through meaningful engagement. Further information regarding our approach to engagement with Indigenous peoples can also be found in our [Sustainability Report](#).

Health and safety

Upholding the health and safety of our employees and contractors is integral to Perenco's mission. Perenco's business model relies on acquiring mature fields containing pre-existing installations and we are acutely aware of the unique health and safety risks that this may present during our work. We are committed to ensuring the quality and safety of our facilities and maintaining workers health and safety. We have made a commitment to achieving zero industrial accidents and aim to adhere to international standards. We have set an objective to achieve ISO 45001(Occupational Health and Safety Management System) certification for all subsidiaries in 2025. Our [Health and Safety Policy](#) outlines our health and safety goals, aims, and objectives, and sets out the responsibility on our

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managers, employees, and contractors to comply with our health and safety rules and procedures. Further information on our approach to health and safety can also be found in our [Sustainability Report](#).

Security

Perenco operates in multiple jurisdictions across the world and we are cognisant of the risks to the security of our employees and those working on our behalf that could be posed by political and social unrest. Perenco's [Health and Safety Policy](#), [Security Policy](#) and Local Security Policy support us in the management of risks posed by our external environment and we are committed to providing a secure workplace which we action through our emergency security plans, coordination with local authorities, and the provision of guarding and escorting services. By way of example, some of the international standards we follow are those upheld by the American Petroleum Institute (API), the American Society for Testing and Materials (ASTM), the American Society of Mechanical Engineers (ASME), the National Association of Corrosion Engineers (NACE) and Det Norske Veritas (DNV).

Perenco may also face data privacy risks as a result of cyber-attacks and as such has put mitigation measures in place to prevent such risks. Further detail about these measures can be found in our [Sustainability Report](#).

Discrimination in the workplace

Embedded in our commitment to support the ILO's Declaration on Fundamental Principles and Rights at Work, is a commitment to eliminating discrimination in respect of employment. As a global enterprise functioning within diverse cultures, we acknowledge the importance of diversity and inclusion in our sustainability framework and are committed to creating fair working conditions and preventing intimidation and discrimination. All professional business decisions are determined without consideration of race, religion, ethnicity, age, sexual orientation, gender, disability, or any other conditions. Our [Sustainability Report](#) provides further information about our commitment to diversity and inclusion and how this is implemented.

Environment


Perenco acknowledges the link between environmental degradation and adverse impacts on human rights and has set objectives to decarbonise our production and develop our sustainable offering. Perenco aims to adhere to ISO 14001 (Environmental Management System) standards and has set an objective to achieve certifications for all subsidiaries by 2025. As part of our sustainability strategy, we have made a commitment to leverage our expertise to assist host countries access clean and affordable energy and reduce their dependence on high-carbon-intensive energy sources. We also pursue a zero hydrocarbon-pollution objective and have set targets to reduce our freshwater withdrawals and ensure freshwater access to communities. Further information regarding Perenco's approach to the management of environmental risks can be found in our [Sustainability Report](#) and [Group Environmental Policy](#).

Raising concerns

Perenco operates a Speak-up! mechanism which allows our employees, suppliers, contractors, buyers, and/ or any third party connected with Perenco to anonymously and confidentially report any violations of our Code of Conduct. Breaches of our Code of Conduct, including human rights breaches, can, inter alia, be reported through the local subsidiary compliance channels, or directly to the Perenco General Counsel at compliance@perenco.com. Reported breaches will be investigated by our Group and/or local Compliance Officers. Confirmed violations may result in sanctions including, where appropriate, criminal proceedings. Perenco guarantees protection in relation to reprisals or retaliation against employees, collaborators, or third parties who report unethical or unlawful conduct. Perenco is committed to upholding the highest standards of social and environmental responsibility. As part of this commitment, we recognise the importance of establishing grievance mechanisms aligned with the International Finance Corporation (IFC) standards.

Governance and accountability

Perenco's approach to sustainability is governed by our Sustainability Committee which is overseen by the Board and is responsible for defining and updating our sustainability strategy and monitoring progress. To embed our sustainability strategy throughout our operations, we are committed to setting up local sustainability leadership

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teams lead by senior executives at Group and local levels. On a day-to-day basis, our managers are responsible for and committed to security, minimising our environmental impact, promoting health and safety, and are expected to lead by example.

This policy will be reviewed every 3 years for relevance and effectiveness, with the next review cycle to be completed no later than 2028. Perenco is committed to continuously improving our Human Rights Policy and human rights programme.

Our Human Rights Policy has been approved by the Perenco Compliance Committee and the Perenco Board of Directors.