



DIVERSIFIED GAS & OIL PLC

Corporate Social Responsibility Policy

Diversified Gas & Oil Plc (“DGO”) is committed to maintaining the highest standards of corporate citizenship in its business activities. Our culture is supported by our stated company values:

- Value the dignity and worth of all individuals
- Act with personal and business integrity
- Commit to excellence in our performance
- Respect environmental stewardship as we make business decisions
- Exhibit courage of convictions, challenge the status quo and strive to create value
- Seek opportunities for continuous learning and improvement
- Serve and support our teams and communities with passion and enthusiasm

DGO is committed to being recognized as a leader in the field of corporate social responsibility and recognizes that in doing so, we will add significant value for our shareholders. We aspire to achieve high standards through a process of continual improvement of our procedures, practices and performance.

To meet this commitment, we implement management systems in our operations that accord with the requirements of our corporate social responsibility standards and:

- Comply with all applicable laws, regulations and other employment standards
- Encourage communication and dialog with all stakeholders, including consulting with and responding to any concerns of our stakeholders in a timely manner
- Act with honesty and integrity in all our activities and relationships with others and reject bribery and corruption in all its forms
- Constantly strive to improve our corporate social management and performance including monitoring and reporting on our performance

DGO’s corporate social responsibility commitments are built on our relationship with our employees, local communities and external business partners. Our commitments in each of these areas are as follows:

Employee Relations

- Respect the rights and dignity of every employee and treat them fairly and without discrimination

- Encourage a culture of respect, collaboration and the sharing of knowledge throughout the organization
- Recognize employees' individual and team contributions and reward them appropriately
- Consult and involve our employees regarding our corporate social management system and performance

Local Communities

- Contribute to economic and social development and assist in local community programs where we operate, in consultation with local government, the public and our stakeholders
- Assess and address the potential impacts of activities in local communities, both positive and negative, at appropriate stages in operations

External Business Partners

- Ensure that contractors and vendors are aware of and, where necessary, work with them to meet our policies and standards
- Use our leverage and influence with business partners to promote high standards

We are individually and collectively accountable for upholding our corporate social responsibility commitments and living our stated values. We encourage participation across our organization, and we will work with external stakeholders to contribute to the communities we serve and ensure our actions are socially, ethically, and environmentally responsible.