

Sustainability Policy Statement

1 INTRODUCTION

- 1.1 Our WECARE values are the foundation of our #OneTeamWay, guiding our business decisions and culture, and ensuring that we create a 'Culture of Care' for our people to work safely, effectively, and ethically across our operations – underpinning our success now and for the future.
- 1.2 By caring for our People, our Future and our Planet we are committed to delivering our vision for the company in a sustainable way, to enhance the positive impact we have on the planet. We actively encourage a global approach to our sustainability efforts whereby we encourage and nurture an atmosphere of psychological safety, which encourages people to contribute ideas, be innovative, and to 'SPEAK UP!'.
- 1.3 In caring for our Planet, we take our responsibility for environmental stewardship seriously and we are committed to transforming our operations worldwide to help tackle climate change and limit the increase in global temperatures.
- 1.4 Our Vision is to #enhancethebrand to be the partner of choice in current and future energy markets and deliver accretive value to all stakeholders: employees, customers, shareholders and the communities where we live and work in a sustainable way.

2 SCOPE

- 2.1 Our sustainability strategy has evolved and been embedded in the organisation over the past three years, and it is part of the foundation that supports our revised Vision, Purpose and Core Values. The continued implementation and development of our sustainability strategy is driven by our in-house Sustainability Steering Committee, which reports to the CEO and is made up of members of the Executive Team and those leading sustainability workstreams.

The strategy will help us ensure a sustainable future for our People, our Future and our Planet. We have designed our approach to sustainability to align with the three pillars of our Culture of Care:

2.2 Caring for our People

We commit to:

- 2.2.1 delivering safe and efficient operations and acting responsibly to secure the continued health, safety and well-being of our employees;
- 2.2.2 the ongoing learning and development of our people;
- 2.2.3 embracing all elements of diversity, equity and inclusion by promoting a fair and equitable workplace; and
- 2.2.4 engaging with and supporting communities to build trust and realise mutual benefit from our operations.

2.3 Caring for our Future

We commit to:

- 2.3.1 implementing robust and transparent corporate and business governance;
- 2.3.2 adhering to laws and regulations across our operations;
- 2.3.3 protecting human rights and standing against all forms of modern slavery;
- 2.3.4 setting expectations of ethical behaviour, including bribery and corruption prevention, both internally and externally with our third parties and stakeholders;
- 2.3.5 conducting our business with all our stakeholders in an open, honest and ethical manner to ensure responsible business practices are met;
- 2.3.6 ensuring continued transparent performance reporting;
- 2.3.7 reporting annually on our sustainability efforts and aligning this with recognised ESG reporting frameworks and disclosures;
- 2.3.8 monitoring climate-related risks and opportunities to the business in line with the Taskforce on Climate-Related Financial Disclosures (TCFD) recommendations or similar and aligned to applicable regulations across our operations. This involves continuing to ensure that climate-change risks are embedded into our overall group risk strategy; and
- 2.3.9 the Board and Executive Team defining, leading and supporting good sustainability practices across the organisation.

2.4 Caring for our Planet

We commit to:

- 2.4.1 partnering with our customers to promote sustainability and decarbonisation of operations and value chains, and management of resources;
- 2.4.2 preventing pollution and degradation of the environment resulting from our activities and services through the continual application of our environmental management processes;

- 2.4.3 reducing carbon emissions and to fulfilling our share of the responsibility to keep the global temperature rise below 1.5° celsius, reducing the use of fossil fuel through efficiency improvements, and where feasible using alternative and renewable energy sources;
- 2.4.4 using water efficiently and recycling where viable; and
- 2.4.5 adopting the waste hierarchy of waste prevention and reduction, reuse of materials, and recycling, along with the development of a clear strategy around the application of the circular economy to our business.

3 APPLICATION

- 3.1 We shall shape our Culture of Care in pursuit of sustainability business practices by ensuring that:
 - 3.1.1 we maintain our sustainability strategy and its implementation;
 - 3.1.2 sustainability is a core principle of the business;
 - 3.1.3 sustainable decision-making is being employed;
 - 3.1.4 we are listening to our stakeholders to realise sustainability goals;
 - 3.1.5 we use recognised global frameworks, standards and goals to guide the business and reporting;
 - 3.1.6 we set short and long-term corporate sustainability goals;
 - 3.1.7 we engage in transparent and open disclosure on sustainability performance;
 - 3.1.8 we promote socially and environmentally responsible operations and supply chains; and
 - 3.1.9 we continue to evolve our sustainability strategy and understanding and application of good sustainability principles and practices, so that we can maintain a culture of continuous improvement.

This Sustainability Policy Statement was approved by:



Joseph Elkhoury, Chief Executive Officer

Date: 19 July, 2023