

# ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG) POLICY

## Our Commitment to Act Responsibly

We play our part in the energy transition by finding, developing and producing oil and gas in a socially and environmentally responsible manner. We aim to progressively reduce our environmental impact, promote the wellbeing of our staff, support the communities in which we operate and carry out our business in accordance with applicable laws and high standards of governance.

## Our ESG Policy Highlights Our Key Principles:

### Environment:

- Reduce our Scope 1, 2 and 3 emissions in line with applicable industry targets
- Pursue and implement effective, innovative and sustainable technologies through collaboration and investment
- Minimise the impact of our waste streams by careful planning, working with our suppliers and championing a circular economy
- Lower our impact on the marine environment and protect and restore biodiversity where practicable

### Social:

- Prioritise the health, safety, and wellbeing of our staff and contractors in line with our HSEQ Policy
- Create an inclusive, diverse and learning culture, where people can be their true selves at work
- Train and develop our teams to help them reach their full potential
- Make a positive impact within our local communities and wider society through charitable donations, volunteering and knowledge-sharing

### Governance:

- Act in accordance with applicable governance codes and practices
- Excel in transparent reporting by adopting internationally recognised frameworks and engaging with stakeholders
- Assess and mitigate sustainability-related risks associated with our operations
- Utilise ESG screening criteria when exploring new business opportunities

Our ESG Policy and ESG Strategy are contained within the Operations Management System (OMS). We expect everyone involved in our activities to take ownership of their actions and ensure that they comply with our ESG policy, our OMS, current legislation and any applicable regulatory requirements. Our CEO, with the support of our Board of Directors, owns this policy and is ultimately responsible and accountable for Serica's ESG performance.



**David Latin**

Interim Chief Executive Officer  
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