



## Sustainability Policy

As a forward-looking energy group, we are committed to integrating economic, environmental, social, and governance (EESG) considerations into our business activities and decision-making. By adopting this approach, we aim to deliver long-term value, foster sustainable growth, and make a meaningful contribution to our stakeholders and the communities in which we operate. Oversight from the Board and Senior Management ensures that sustainability remains a core priority across the Group.

We regularly assess material sustainability matters and consider the interests of our stakeholders when making decisions.

## Principles

Our approach to sustainability is guided by the following principles:

- **Sustainable operations:** We strive to deliver long-term value while balancing economic, environmental, and social considerations.
- **Environmental stewardship:** We manage our operations responsibly to minimise environmental impacts, reduce waste, and support the transition toward cleaner energy solutions.
- **Social responsibility:** We prioritise the health, safety, and well-being of our employees, contractors, and communities, while promoting diversity, inclusion, and meaningful engagement.
- **Governance excellence:** We maintain ethical, transparent, and accountable practices across the Group, embedding sustainability into governance and decision-making.

## Governance and Accountability

- The Board and Senior Management oversee sustainability and are responsible for integrating it into strategy and operations.
- The Sustainability Committee, led by the Managing Director, will set measurable sustainability objectives, track performance, and report progress to the Board annually.

## Metrics, Target & Assurance

- We will set targets for key sustainability indicators and disclose progress to stakeholders.
- We will include a statement of assurance in our annual sustainability statement, confirming whether we have had internal review or external assurance, following recognised assurance standards.



## **Climate Transition**

- We acknowledge the importance of transitioning toward a lower-carbon economy.
- Climate-related risks and opportunities will be considered as part of the ongoing risk management and strategy planning.
- Our approach will be reviewed periodically as part of our ongoing sustainability management.

## **Disclosure and Reporting**

- We are committed to transparency in sustainability performance.
- We will report on material sustainability matters, performance, and progress through appropriate corporate communication channels.

## **Policy Review**

- The Sustainability Committee is responsible for reviewing this Policy periodically to ensure it remains relevant and effective.
- Any updates will be approved by the Board and communicated as appropriate.