

**LONGBOAT ENERGY PLC**  
**HUMAN RIGHTS POLICY**

Longboat Energy plc (“**Longboat**” or the “**Company**”) is fully committed to meeting its responsibilities towards its staff, contractors and third parties who may be impacted by its activities, and to adhere to all applicable national and local legislation as well as the principles for business and human rights embodied in international initiatives, such as the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. Adhering to and implementing this policy is a requirement of anyone who works for or on behalf of Longboat.

**The Longboat Human Rights Policy is to:**

- avoid being complicit in or contributing directly to a breach of human rights and ensure that we provide remedy to correct any infringements that we have contributed to
- conduct risk assessments of our activities so as to identify any potential negative human rights impacts in local communities
- identify human rights risks by conducting risk assessments when entering a new region, monitoring and reporting on human rights impacts and applying human rights due diligence where applicable
- put accessible, transparent systems in place for raising and addressing grievances
- recognise human rights following international standards as set out in the Universal Declaration of Human Rights

The Company will promote this policy together with its partners and other interested parties. The Company endorses transparency in its operations and activities by ensuring disclosure of relevant policies and reports.

As and when Longboat becomes an operator of oil and gas assets it will seek to ensure that its contractors are aligned with the Longboat Human Rights Policy and have adequate management systems supporting their activities to ensure human rights and social supply chain standards and promote safe working conditions.