

# Diversity, Equity and Inclusion

## Policy

### Introduction

At Harbour Energy we are committed to the principle of equal opportunity and the establishment of a fair and non-discriminatory work environment. The Company's commitment to building a diverse, equitable and inclusive environment is foundational to its core values of integrity, responsibility, collaboration and innovation.

Harbour Energy's Policy is to ensure that all individuals are valued and that no one receives less favourable treatment or is discriminated against on the grounds of age, disability, neurodiversity, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. Prohibited behaviour includes both direct and indirect discrimination (including related to disability), harassment and victimisation. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts), and on work-related trips or events, including social events.

This Policy covers all employees, consultants, contractors, casual workers, part-time workers and agency workers (collectively known as individuals) and it applies to all areas of employment including recruitment, pay and conditions, selection, training, deployment, career development, promotion, disciplinary and grievance procedures, and termination of employment. These areas are monitored, and policies and practices will be amended if necessary with the aim of ensuring that no unfair or unlawful discrimination – intentional, unintentional, direct or indirect, overt or latent – exists.

The Company is committed to:

- Leading from the top with a Leadership Team that demonstrates clear commitment to diversity, equity and inclusion
- Creating an environment where individual differences and the contributions of its workforce are recognised and valued
- Promoting a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Providing training, development and progression opportunities to employees as appropriate
- Reviewing all its employment practices and procedures with a view to ensuring fairness and inclusion for all
- Monitoring and reviewing this Policy annually

## Diversity, Equity and Inclusion Policy

The Policy will be supported by the Global Head of Diversity, Equity & Inclusion and others in Human Resources who will provide the appropriate training opportunities and ensure employment practices, recruitment, progression and pay practices are fair for all.

Breaches of this Policy will be dealt with in accordance with the Company's Disciplinary Procedure. Serious cases of discrimination may amount to gross misconduct resulting in dismissal without notice.

All individuals are able to raise concerns through the Company's Grievance Procedure or through the Company's reporting line, Safecall, 24 hours a day, 7 days a week.

This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

**Linda Z Cook**  
CEO Harbour Energy plc  
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