



Human Rights Policy

JADESTONE ENERGY PLC

Controlled Document

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INTRODUCTION

Jadestone is committed to high ethical standards, including respect for human rights. Respect for human rights is an integral part of our commitment to sustainability.

We and our partners will always abide by applicable local and international laws and principles. This policy is informed by the Universal Declaration of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work¹ and the UN Guiding Principles on Business and Human Rights.² In a spirit of continuous improvement, we learn from our own and others' experience as international human rights law, policy and practice continue to evolve.

The policy should be read together with Jadestone's Code of Conduct, our Environmental, Social and Governance (ESG) Policy, and our Whistleblower Policy. This policy applies to all Jadestone employees and all third parties, including consultants, contractors and suppliers, who act on our behalf. We expect our business partners, including joint venture partners, to abide by principles that are compatible with our own.

RESPONSIBILITIES

All Jadestone employees are required to abide by the principles of this policy. The Legal and Human Resources teams are the "owners" of the policy. Project managers and team leaders are responsible for ensuring that their team members are aware of the policy and abide by its principles.

OUR PEOPLE

Jadestone employees have the right to work in an environment of mutual trust and respect where everyone is fairly treated without discrimination. As stated in our Code of Conduct, we offer equal opportunities to everyone.

We recognise the rights of our employees to freedom of association.

HUMAN RIGHTS DUE DILIGENCE

We assess potential human rights impacts before embarking on projects or new business activities. We continue to monitor actual and potential impacts on internal and external stakeholders throughout our projects' life cycles.

Our environmental and social processes assess the impacts of our onshore and offshore operations on the rights of external stakeholders, including local communities and people whose livelihoods depend on the sea.

When preparing these assessments, we will consult representatives of local communities who may be affected by our operations. In these consultations we will take full account of sensitivities and concerns of vulnerable groups, including women and ethnic minorities. We will continue to engage with local stakeholders throughout the lifetime of our projects, ensuring that they are fully briefed on potential impacts of our work, and have appropriate channels for raising concerns.

¹ <https://www.ilo.org/declaration/lang--en/index.htm>

² https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

Where we identify potential adverse impacts, we will look for ways of avoiding or mitigating them or providing appropriate compensation.

HUMAN RIGHTS AND SECURITY

As with all our operations, we will draw on the findings of targeted risk and impact assessments to ensure that our security management plans are proportionate and respect the rights of all stakeholders.

MODERN SLAVERY AND HUMAN TRAFFICKING

We ensure that there is no modern slavery or human trafficking in our own operations. We avoid forced labour and do not employ anyone under the age of 18.

We carry out due diligence on our suppliers to assess the risk of modern slavery and human trafficking on our supply chains. We require our suppliers to implement policies and procedures to mitigate the risk.

If we find evidence of modern slavery or human trafficking in our supply chains, we will in the first instance work with our suppliers to identify appropriate remedies. If this is not feasible, we reserve the right to terminate our relationship with them.

MONITORING, EVALUATION AND REPORTING

We regularly monitor the implementation of this policy, taking due account of any new developments that may affect our initial assessments. We report on implementation in our annual Sustainability Reports.

RAISING CONCERNS AND ADDRESSING GRIEVANCES

If Jadestone employees wish to raise any concern or seek advice relating to this policy, they should in the first instance contact their line managers or the Legal team. They must in any case report any credible allegations of human rights infringements that are – or could be seen to be - associated with Jadestone’s activities or are in the vicinity of one of our projects. If they feel uncomfortable contacting management directly, they may make a confidential report in accordance with our Whistleblower Policy.

If external parties wish to raise a concern or lodge a grievance they should contact the Legal team in accordance with our External Grievances Policy.

Where the grievance turns out to be legitimate, we will take appropriate steps to address the grievance and, where applicable, consider forms of remediation.

Approval Date: 13 January, 2023
Approved by: Board of Directors