



Diversity Policy

JADESTONE ENERGY PLC

Controlled Document

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PURPOSE

This policy sets out Jadestone Energy's approach to equality and diversity and our commitment to promoting a culture that actively values diversity, and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. Jadestone aims to be an inclusive organisation, committed to providing equal opportunities throughout their employment including in their recruitment, training and development. Our commitment to diversity is embedded in our company mission and specifically our values of People and Partnership.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contribution.

Our talent acquisition process takes into account diversity and gender equality to ensure we develop and maintain an inclusive workforce that is representative of the places we operate in, and brings a range of knowledge, skills and perspectives to the business. An inclusive work environment is key to innovating, and to developing and retaining employee talent.

JADESTONE'S COMMITMENT

Every employee is entitled to a working environment that promotes dignity, equality and respect for all. We will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic:

- sexual orientation
- gender identity or expression
- relationship status
- pregnancy and maternity
- race (including ethnic origin, colour, nationality and national origin, cultural background)
- disability
- socio-economic background
- religion and/or belief; and
- age.

Discrimination on the basis of work pattern (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated.

At Jadestone, our aim is to include into our workplace the diversity of the countries and communities we operate in. To achieve this, we need a workplace culture that is welcoming and celebrates our diversity. All employees will be equally encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities.

JADESTONE'S DIVERSITY PRINCIPLES

Jadestone's overriding principles in relation to Diversity are to:

- Develop a workforce that reflects the diversity of the communities we serve
- Cultivate a culture which fosters access and inclusion, with all internal and external stakeholders treated fairly and with respect
- Recruit, develop and manage employees in line with individual competencies
- Provide a supportive working environment that is adapted as required to meet the needs of a diverse workforce
- Adapt and adopt an organisation and work methods to include everyone
- Commit to a policy of equal employment opportunity and pay equality
- Maintain a workplace that is free of any harassment or unfair discrimination with appropriate avenues for the investigation of complaints
- Routinely monitor, assess and report on Jadestone's conformity with this policy

APPLICATION OF THIS POLICY

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is work related (e.g. at meetings, social events and social interactions with colleagues) or which may impact on Jadestone's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Jadestone). Jadestone will review this policy at least annually.

No form of intimidation, bullying or harassment will be tolerated, and clear reporting processes and procedures are in place to prevent and stop this behaviour.

Anyone who believes they may have suffered discrimination should reach out to Managers and HR Business Partners. The procedures outlined in the Company's Code of Conduct Policy should be adhered to.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. Jadestone will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by the Company as a result. However, false allegations which are found to have been made in bad faith, or any other breach of this policy, will be dealt with under the Company's Code of Conduct Policy.

RESPONSIBILITY

The success of this policy, and promoting workplace diversity is dependent upon the support of everyone at all levels within Jadestone. However, ultimate responsibility for ensuring implementation and operation of this policy will rest with the Jadestone Board and Executives. Everyone who is engaged in work for Jadestone shall be familiar with the policy and contents.

A. Paul Blakeley
President & Chief Executive Officer