

# CSR POLICY

BSOG-CO-POL-001-D01



BSOG's CSR policy is rooted in the Company's core values of safety, perseverance, pioneering, team work and accountability and aims to meet the expectations of the Company's stakeholders that BSOG runs its business guided by international standards and best industry practices.

This policy is communicated inside the organisation, is available for the relevant interested parties and shall be applied in all BSOG's operated locations goal oriented to understand and sustain the needs of the local neighbouring communities.

## Employees & people

BSOG values diversity and seeks to provide all potential staff with the opportunity for employment, career and personal development based on ability, qualifications and suitability for the work as well as their potential to be developed at the job, while working towards our business objectives.

We seek to guarantee that all employees are treated fairly and with dignity and consideration for their goals and aspirations.

## Health & Safety

We are committed to conducting our operations safely and responsibly, which means supporting local communities and protecting the environment, as well as looking after the health and safety of our employees and contractors hired by BSOG.

Our goal is to maintain a zero-accident record and we are continually looking for ways to improve our Health and Safety Management System.

## Environment

BSOG recognizes that minimising environmental impact and the prevention of environmental incidents are essential to the operation of our business. We continuously improve our performance by setting and reviewing environmental objectives and targets and monitoring our progress.

## Community

We seek to make positive contributions to the local economy by improving and maintaining the wellbeing of the community local to our operations. To this end, we work to establish long-term relationships with the local community, understand its needs and assist the community help itself.

Our CSR activities focus on education, community development and environmental protection and are conducted in partnership with local people, NGOs, local authorities and other stakeholders. BSOG is committed to making a positive, sustainable impact in these areas.

**Mark Beacom**  
Chief Executive Officer  
Black Sea Oil & Gas

Signed:

Date: 27.02.2019

A handwritten signature in blue ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.