

Diversity and Inclusion POLICY

BSOG-HR-POL2-001-D02



Black Sea Oil & Gas SA (BSOG) is a Romanian oil and gas exploration and production company. BSOG's business comprises all the activities related to the project management and management of the exploration, development and production of natural gas and other hydrocarbons in Romania - Off-Shore Black Sea. Extraction, production, supply and wholesale - trade of natural gas and other hydrocarbons. It is the policy of BSOG to build and sustain a working environment in which different people with diverse experiences, perspectives and talents are valued, made to feel included and able to contribute fully.

BSOG recognises that its employees represent a talented and diverse workforce. Achieving the full potential of this diversity is a business priority that is fundamental to our success. BSOG welcomes and embraces the strengths of differences and provides equal access to opportunities and information and values unique characteristics or differences that each of employee has.

With reference to diversity and inclusion BSOG commit to ensure:

1. Compliance to all applicable laws.
2. Respect the diversity of each other's talents, skills, abilities and experiences; value the input of others and cultivate an atmosphere of trust and openness.
3. Equal opportunity for employment, career, and personal development on the basis of ability, qualifications and suitability for the work as well as their potential to be developed into the job.
4. Hiring, promotion and compensation of employees, are conducted without regard to race, colour, religion, local custom, sex, gender identity or expression, sexual orientation, national origin, ethnic origin genetics, disability, marital status, political affiliation, political opinion or socio-economic status or age.
5. A work environment in which employees and business partners all individuals may grow, contribute, and participate free from discrimination, feel valued and respected for their contributions, free of all forms of harassment out of respect for our employees and all those with whom we do business.
6. Adequate and appropriate work environment to enable employees with disabilities and others to effectively perform their jobs.
7. Respect and maintain an open, ethical and honest attitude, to respect the diversity, local cultures in the communities we operate.
8. Zero tolerance for any kind of harassment, bullying or conduct that could lead or contribute to harassment of employees by managers, supervisors, or co-workers and non-employees in the workplace.
9. Appropriate investigation of all reported incidents with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or the resolution of the matter and no toleration of any threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy or in good faith provide information in connection with a report or investigation of any such conduct.

This Diversity and Inclusion Policy is communicated inside organisation via the company Intranet, is posted on the company external website under the Careers section, is available for interested parties and shall be applied at all BSOG's operated locations. Although overall responsibility for labour management rests with BSOG, and ultimately the CEO, every employee must recognise their own responsibilities for respecting the dignity and diversity of all people and creating an inclusive environment that is free from discrimination, harassment and bullying. All employees are also required to enhance their awareness and how that might impede our ability to be more inclusive and collaborative with one another and to ensure the implementation of this policy within organisation.

Mark Beacom

Chief Executive Officer
Black Sea Oil & Gas

Signed:

Date: 24.05.2023