

CORPORATE
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MANAGEMENT DOCUMENT

DIVERSITY, EQUITY AND INCLUSION POLICY



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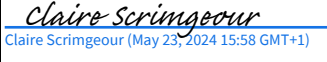
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Revision Change Notices

Rev	Location of Changes	Brief Description of Changes
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1.0 Purpose

At EnQuest, we place high value on establishing and promoting an open, safe, inclusive, and diverse culture within the organization. We are committed to cultivating a work environment where diversity does not only get fair treatment and equal opportunity but is also celebrated, valued, and supported as a part of company's core values of respect and openness and working collaboratively. We believe in differentiating through our professional capability delivered by a competent and diverse workforce, and therefore, oppose all forms of unlawful discrimination, harassment, bullying, and victimisation on the grounds of gender, ethnic, cultural, religion, sexual orientation, socio-economic, and professional background.

2.0 Commitment

This policy reinforces our commitment towards supporting an inclusive culture amongst our workforce; full-time or part-time employees, contractors, temporary workers, individuals working on our premises from third-party suppliers or organisations and job applicants, and applies to all functions including recruitment and selection, training and development, salary increment and promotion, grievance procedures and termination of employment. EnQuest ensures that the talent and resources of the organisation are utilized to their maximum potential without any unfair, intentional, or unintentional, direct, or indirect, overt, or latent unlawful discrimination.

- To lead by example and encouraging talents from different backgrounds, experience, and abilities to bring fresh ideas, perspectives, and creativity to improve our business and working practices.
- To cultivate an environment in which unique talents, differences and contributions are valued, utilized, and developed to their full potential.
- To create a culture of mutual respect, dignity, openness, and collaborative working amongst the whole workforces.
- To protect the employees from discrimination, bullying and harassment and not tolerate any form of unfair or biased treatment.
- To ensure the availability of training, development, and equal opportunities to all the employees.
- To closely monitor the practice of this policy, encourage feedback from employees and take corrective measures in case of breach.

EnQuest will ensure that our values and behaviours are demonstrated through our actions and the way we conduct our business.

We take the responsibility of ensuring that all employees are aware of the Diversity, Equity, and Inclusion policy and that they are provided with all necessary level of understanding and training to comply to the policy. The policy will also be drawn to the attention of key stakeholders.