

Serinus Energy Plc Corporate Social Responsibility Policy

As part of Serinus Energy plc's ("Serinus") commitment to the host communities in which we operate, we will ensure we:

- identify, assess and manage risks to employees, contractors, the environment and our host communities,
- uphold ethical business practices and meet or, where less stringent than our procedures, exceed applicable legal and other requirements,
- encourage a diverse workforce and provide a work environment in which everyone is treated fairly, with respect and can realize their full potential,
- engage openly and honestly with people affected and/or impacted by our operations, and take their views and concerns into account in our decision-making,
- cultivate partnerships that foster the development of our host communities; and,
- regularly review our performance and maintain communication with the community.

The five bases of our social performance strategy are to:

- Consult meaningfully with interested and affected parties and seek broad community support for our activities,
- Assess the socio-economic context of our operations to identify potential impacts, risks and opportunities for Serinus and our stakeholders,
- Put in place appropriate measures to manage social impacts resulting from our activities, including impacts on community health and safety, involuntary resettlement where it applies, and impacts on the host community and its cultural heritage,
- Invest in social projects that support the development priorities of host communities, and seek to ensure that these are implemented in a way that leads to long-lasting benefit; and,
- Integrate social performance requirements into business planning, decision making and implementation processes.

Scope

The scope of this Procedure covers the following:

1. Internal community – upholding ethical business practices and encouraging a diverse workforce, where employees and contractors are treated fairly and respectfully and can realise their full potential;
2. External community – engaging regularly with those affected and/or impacted by Serinus operations to enhance socio-economic benefits and contribute to community development.

Application

This Procedure applies to all Serinus sites. Where Serinus does not have operational responsibility, we will engage collaboratively to maintain similar principles. Where Serinus has an equity stake, or where significant assets are involved, this Procedure will be made available to the operator.

Communication, Consultation and Participation

1. Stakeholders will be identified and proactive development of strategies, including consultation, will occur to identify and address their concerns and expectations. Consideration is given to the local context and social and cultural factors to facilitate understanding and informed discussion.
2. This Procedure will be communicated throughout the organization to all persons working for or on behalf of Serinus, and to external stakeholders on a regular basis.
3. Proactive and open consultation and communication with government authorities and other organizations will be maintained to contribute to the development of public policy, relevant legislation and educational initiatives in relation to community development, where possible.
4. Concerns, complaints and relevant external communications related to this Procedure will be recorded in a register, acknowledged, investigated as incidents and outcomes reported back to relevant stakeholders. Conflicts will be resolved where they arise, through consultation and participation directly with stakeholders or their intermediaries.
5. Serinus will maintain communication with the community on a regular basis. Consideration is given to the local context and social and cultural factors, in preparing and distributing information to stakeholders.