

Health & Safety Policy Statement

Deltic Energy Plc (Deltic) is a responsible investing company within the natural resources sector and has a diversified portfolio of offshore assets. Deltic aims to undertake its business in a way that minimises its health & safety (HSE) impact and maximises the opportunities for HSE improvements, wherever we operate. This is seen as fundamental to delivering our strategy.

We regard compliance with UK legislation as the minimum acceptable standard and are committed to achieving continual improvement in our HSE performance. The overall responsibility for Health & Safety compliance sits with the Chief Executive, Graham Swindells, the responsibility for managing health and safety on a day to day basis lies with the Chief Operating Officer Andrew Nunn and the nominated HSE Manager.

Deltic will ensure that:

- Responsibility and accountability for health & safety is clearly defined within the corporate management structure.
- There are appropriate systems in place to protect the health and safety of all Deltic staff, contractors and other personnel involved in, or affected by, its operations.
- Appropriate equipment, facilities, consultation and training is provided to all staff to enable operations to be carried out in a safe manner.
- Potential health & safety risks associated with our operations are identified, assessed and managed throughout the operational lifecycle.
- Performance in relation to health & safety objectives are measured and incorporated into a process of continual improvement of our processes and culture.
- All contractors and third parties will be effectively managed and will have the necessary competencies, policies and procedures in place to be compliant with local legislation and/or equivalent to our own standards.
- To comply with all applicable standards of the international oil industry, in addition to the laws and regulations of the states in which Deltic is present.
- Adequate contingency plans and resources are in place to deal with major emergencies which could result from our operations.
- Expectations and delegated responsibilities arising from this policy will be clearly communicated to all staff, operating entities and contractors.

Successful implementation of this policy requires the full support, and participation, of all staff and contractors and the recognition that there is a shared responsibility of all those involved in our projects to drive the highest levels of HSE performance.

Signed

A handwritten signature in black ink, appearing to read 'G Swindells', written over a light blue horizontal line.

Graham Swindells
Chief Executive

This policy statement is available to all our personnel, clients, interested parties and the public.

This policy will be reviewed annually or when there is a change in circumstances, in work practices or the introduction of new legislation. Next review date January 2024.