



# Sustainability

## Policy

Tedstone Oil delivers shareholder value by investing in high quality oil and gas production, development and exploration opportunities. Tedstone Oil recognises that our licence to operate as a global oil and gas business is earned through responsible behaviour, a key determinant of our business success.

This Policy reflects a commitment to demonstrate increased beneficial, sustainable and measurable socio-economic impact from Tedstone Oil business activity.

### **Tedstone Oil commits to and is accountable for:**

- Identifying, managing and mitigating the physical and transitional climate change risks associated with our activities
- Acting with respect for people, communities, and the environment
- Acting honestly and openly with all stakeholders, respecting the law and human rights
- Contributing to development goals and value creation of host countries
- Promoting a culture of inclusion and to ensure the values of diversity and equality are reflected in the way Tedstone Oil operates
- Integrating Environment, Social, Governance (ESG) principles into our business strategy, planning, decision-making, implementation processes and operating management systems
- Providing clear public reporting on our management systems and performance relating to ethics, human rights, employees, health and safety, environment and communities

This Policy is underpinned by more detailed Policies and Statements on Climate Change, Business Ethics, Global Code of Conduct, Human Rights, Modern Slavery and Community Investment.

It is the responsibility of everyone in Tedstone Oil to conform with our Policies and to assist the business in their implementation.

**Linda Z Cook**  
CEO Tedstone Oil & Gas Limited