

Diversity, Equity and Inclusion

Policy

At Harbour Energy we are committed to the principle of equal opportunity and the establishment of a fair and non-discriminatory work environment. The Company's commitment to building a diverse, equitable and inclusive environment is foundational to its core values of we care, we work together, we aim high, and we deliver.

Harbour Energy's Policy is to ensure that all individuals are valued and that no one receives less favourable treatment or is discriminated against on the grounds of age, disability, neurodiversity, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. Prohibited behaviour includes both direct and indirect discrimination (including related to disability), harassment and victimisation. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts), and on work-related trips or events, including social events.

This Policy covers all employees, consultants, contractors, casual workers, part-time workers and agency workers (collectively known as individuals) and it applies to all areas of employment including recruitment, pay and conditions, selection, training, deployment, career development, promotion, disciplinary and grievance procedures, and termination of employment. These areas are monitored, and policies and practices will be amended if necessary with the aim of ensuring that no unfair or unlawful discrimination – intentional, unintentional, direct or indirect, overt or latent – exists.

The Company is committed to:

- Leading from the top with a Leadership Team that demonstrates clear commitment to diversity, equity and inclusion
- Creating an environment where individual differences and the contributions of its workforce are recognised and valued
- Promoting a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Providing training, development and progression opportunities to employees as appropriate
- Reviewing all its employment practices and procedures with a view to ensuring fairness and inclusion for all
- Monitoring and reviewing this Policy annually



The Policy will be supported by the Global Head of Diversity, Equity & Inclusion and others in Human Resources who will provide the appropriate training opportunities and ensure employment practices, recruitment, progression and pay practices are fair for all.

Breaches of this Policy will be dealt with in accordance with the Company's Disciplinary Procedure. Serious cases of discrimination may amount to gross misconduct resulting in dismissal without notice.

All individuals are able to raise concerns through the Company's Grievance Procedure or through the Company's reporting line, Safecall, 24 hours a day, 7 days a week.

This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

Linda Z Cook
CEO Harbour Energy plc
18 December 2024

Definition of Terms

Diversity	Recognising and valuing individual differences amongst all individuals.
Equity	Ensuring everyone has equal access to opportunities to fulfil their potential, free from discrimination.
Inclusion	Ensuring everyone feels comfortable to be themselves at work and feels worthy of their contribution.
Direct discrimination	Treating someone less favourably because of a Protected Characteristic.
Indirect discrimination	A provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified.
Harassment	This includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.
Disability discrimination (including neurodiversity)	This includes the above forms of discrimination as well as any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.
Victimisation	Retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

References

Note: *The Harbour Energy BMS document references below are subject to change. The electronic Harbour Energy BMS should be consulted for the most up-to-date revisions.*

1. People Policy.
2. Anti-Harassment & Bullying Procedure.
3. Disciplinary Procedure.
4. Grievance Procedure.