



# Diversity and Inclusion

Policy 2021



# Policy statement

**EnQuest's vision is to be the operator of choice for maturing and underdeveloped hydrocarbon assets. Our culture is to encourage our people to behave in an entrepreneurial, creative and empowered way with a focus on delivering safe results.**

We differentiate through our professional capability delivered by a competent and diverse workforce. When resourcing, we will always choose the best candidate available based on merit, skill, qualifications, and experience, always keeping in view our commitment to a culture of inclusion and ensuring equality of opportunity.

Our Values incorporate respect and openness and we appreciate the diversity of all our people, recognising that different backgrounds, experience and abilities brings fresh ideas, perspectives and creativity to improve our business and working practices. We expect collaborative and inclusive teamwork, where we combine our collective capabilities to deliver effective and lasting results. We pursue opportunities where all individuals, teams and the Company as a whole can learn, develop and adapt.

Living our Values is very important to us. We have

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**Amjad Bseisu**  
Chief Executive Officer

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updated our Diversity and Inclusion Policy (the 'Policy') to reinforce the behaviours that we expect to see in everyone who carries out work for the Company.

Recognising that in reality, we do not all share the same starting place in life, this Policy should be read in connection with our Diversity & Inclusion Strategy, which outlines our specific commitments through our implementation plan to bring our Policy into action.

In addition to the shared understanding that a more diverse workplace results in better performance, an inclusive workplace is also what society expects of any responsible employer.

We are therefore dedicated to encouraging a supportive

and inclusive culture amongst our whole workforce whether they are full time or part-time employees, contractors, temporary workers, individuals working on our premises from third-party suppliers or organisations and job applicants.

We wish to promote diversity and oppose all forms of unlawful discrimination, harassment, bullying and victimisation.

Everyone working at EnQuest is responsible for ensuring that our Values and behaviours are demonstrated through our actions and the way we conduct our business. Our commitments under the Policy apply to all our workforce including roles in leadership, management, supervision and trade union representation.

# Our commitment

**This Policy is fully supported by the Board and senior leadership in the Company.**

The Policy will be brought to the attention of every member of our workforce and everyone will be informed of the need to comply with its requirements to promote equality and fairness in the workplace. The Policy will also be drawn to the attention of the Company's key stakeholders, as well as job applicants via links to the Policy on our Careers and People webpages.

The objective of this Policy is to create an open, diverse and inclusive organisation. As outlined in our Diversity and Inclusion Strategy, we will:



1 **Challenge our personal bias**



2 **Understand the diversity of our workforce**



3 **We will resource, ensuring diversity matters**



4 **Engage and educate our workforce on diversity and inclusion**



5 **Learn from each other by providing reverse mentoring**



6 **Consider suppliers who are diverse and inclusive**



7 **Learn and continuously improve**

# Policy review

The Policy and associated guidelines will be reviewed by the Board every two years. Any changes will be notified to relevant stakeholders.



**Amjad Bseisu**  
Chief Executive Officer

Date: June 2021

