



## Diversity and Inclusion Policy

### 1.0 Policy Statement

EnQuest's vision is to be the operator of choice for maturing and underdeveloped hydrocarbon assets. Our culture is always to work safely but also for our people to behave in an entrepreneurial, innovative and empowered way with a relentless focus on results.

Our Values incorporate respect and openness and we value the diversity of all our people, recognising that people from different backgrounds, experience and abilities can bring fresh ideas, perspectives and innovation to improve our business and working practices.

We expect collaborative and inclusive teamwork, where we combine our collective capabilities to deliver the best and lasting results. We pursue opportunities where all individuals, teams and the Company as a whole can learn, develop and adapt.

Throughout our business, we require all our people to act with integrity and to treat each other and those with whom they come into contact with high levels of professionalism to deliver strong performance and the right results in everything that we do.

Living our Values is very important to us. We have updated this Diversity and Inclusion Policy (the 'Policy') to reinforce the behaviours that we expect to see in everyone who works for the Company.

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

This Policy reinforces our commitment to ensure that all workers and job applicants are provided with equal opportunities and are not subject to unlawful or unfair discrimination. The principles of our Policy are embedded in our culture and throughout all our people related processes.

When we select candidates for employment, promotion, training or any other benefit, it will be on the basis of merit and not for reasons connected to any unfair discrimination. All our employees will be helped and encouraged to develop their full potential and utilise their unique talents. The talents, skills and resources of our entire workforce will be fully utilised to maximise the efficiency of the organisation.

Everyone working at EnQuest PLC 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 across all aspects of our workforce including roles in leadership, management, supervision, trade union representation and administration.

It is for everyone to ensure that their actions and engagement in daily interactions with colleagues and stakeholders demonstrate respect for one another, encourage inclusion and diversity, recognising the contributions that each individual makes to the workplace.

### 2.0 Our Commitment

Our objective of this Policy is to be an open, diverse and inclusive organisation. We will endeavour to:

- create an environment in which individual differences and the contributions of all our people are recognised and valued;
- create a working environment that promotes dignity and respect for all. No form of unlawful discrimination, bullying, harassment or victimisation will be tolerated and individuals who breach this Policy may find themselves subject to disciplinary action;
- make appropriate training, development and progression opportunities available to all our staff;



- promote equality in the workplace as part of our good management practice and sound business sense;
- regularly review all of our people related practices and procedures to ensure fairness and full compliance with the Policy principles; and
- encourage anyone who feels they have been subject to unfavourable treatment to raise their concerns so that any issues can be promptly addressed.

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

This 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, including by promoting 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.

### **3.0 Policy Review**

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

Signed

A handwritten signature in black ink, appearing to read 'Amjad Bseisu', with a long horizontal line underneath.

Amjad Bseisu  
Chief Executive Officer

Date: 19 March 2019