



INGREBOURNE ENERGY
ANTI-SLAVERY POLICY STATEMENT

Review Frequency
This document is reviewed every five (5) years.
Document Ref: ASPS
Version Number: V. No. 1
Document Author: Vivian Danbaba Designation: HR & ACCOUNT MANAGER
Document Owner: Vivian Danbaba

This document is reviewed every five (5) years.

Document Ref: ASPS

Version Number: V. No. 1

Document Author: Vivian Danbaba

Designation: HR & ACCOUNT MANAGER

Document Owner: Vivian Danbaba

This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and has been approved by the Board of INGREBOURNE ENERGY LIMITED

1. Introduction

This statement provides an overview of INGREBOURNE's policies and approach to slavery, servitude forced labour and human trafficking (together referred to as "Modern Day Slavery") and is complementary to the Company's Code of Business Conduct policy. We realise that our business may be exposed to the potential risk of instances of modern slavery and human trafficking given the location and nature of its operations. INGREBOURNE takes a zero-tolerance approach to Modern Day Slavery and will work to continually assess the extent of this risk and to take steps to ensure that forced labour have no place in the business or its supply chain.

2. About INGREBOURNE

INGREBOURNE ENERGY was founded in 2020 to breakdown the complexity associated with the oil and gas industry. INGREBOURNE ENERGY specialize in oil and gas services such as logistics, contracts, consultancy, brokerage, construction and supply. Our focus is to ensure quality proof transactions, through this, we have been able to maintain excellent relationships with our clients. We render services of international standards achieving the main goal in any project and maintaining great relationship with the host community and our clients. Our services include but not limited to Supply of Natural Gas Equipment; Logistics of Petroleum Products and Equipment; Oil and Gas Consultancy services; Brokerage of Crude and Petroleum Products. Regardless of the size of your project, we are happy to support your needs and deliver services to the highest standards.

3. Our Supply Chain

We rely on local and international suppliers in our operations. Prior to contract award, we raise awareness amongst our suppliers of our Code of ethical conduct and require Compliance questionnaires to be completed to ensure compliance with international best practices in labour, manufacturing and procurement activities; including a requirement for our suppliers to comply with all applicable anti-slavery and human trafficking laws. Each of our suppliers has its own supply chain and it is recognised that each level is responsible for compliance with applicable laws and for respecting human rights.

4. Governance, Policy and Standards

INGREBOURNE ENERGY is governed by its Board which guides and approves the Company's strategy and key policies, reviews financial and management performance. Our Board is committed to ensuring that the principles of good governance and Code of Business Conduct are applied in all our Company's dealings. INGREBOURNE ENERGY is committed to respecting and protecting human rights wherever we conduct business. INGREBOURNE's Code of Business Conduct prohibits the following practices and will not knowingly do business with any individual or company that participates in exploitation of children, including child labour; physical punishment; violence towards employees, specifically when based on gender, origin, religion or sexual orientation; forced or compulsory labour; unlawful discrimination in employment and hiring practices; provision of unsafe working conditions; salary payments (or deductions) that illegally leave the worker below minimum wage; and illegal overtime regulations. We understand that in our

line of business and operations, we establish and interact with suppliers, vendors, agents and third parties who provide us one form of service or the other. These “third parties” may not be subject to any regulation unlike us. It is therefore our duty that we put a mechanism in place to ensure that “third parties” we engage or engaged by INGREBOURNE ENERGY, comply with the relevant laws and guidelines applicable to INGREBOURNE ENERGY.

5. Controls

Our goal is not only to ensure the maintenance of our compliance with laws and regulations but also to ensure compliance by our “third parties”. We understand that this is one of the most effective ways of ensuring continuity of business and maintaining integrity of purpose. We have developed the speak-up guidelines with the aim of providing various channels to employees and stakeholders to raise concerns about suspected or actual breaches of our policies and values, as well as other unethical activities and violations of laws and regulations. Our reassurance is that all reports are treated with utmost confidentiality so that such issue or violation is addressed and effectively resolved. We also require all suppliers of goods and services to comply with our Contracting and Procurement principles and ensure compliance by their own suppliers in turn; take special care to comply with standards and procedures in the field of human rights, especially with regard to working conditions for their employees and those of their suppliers and agree to be audited to assess their compliance with these principles for purposes of continuous improvement. INGREBOURNE ENERGY will continue to monitor and manage the risk of servitude to the business and will take action to continue to raise awareness

of the issue among staff, suppliers, contractors, partners, and others across all our operations. Any reports of instances of Modern Slavery will be investigated, and appropriate remedial action will be taken.

6. Training

All INGREBOURNE ENERGY LIMITED staff undertake an annual Code Certification process following an online training. We also obtain disclosure from staff about their compliance with the Code and its accompanying standards, procedures, and guidelines. Our policies and processes will continue to be kept under review and any room for improvement which may be identified will be considered and addressed.

This statement was reviewed and approved by the Board of INGREBOURNE ENERGY LIMITED.

On This Day _____ 2023

SIGNED _____

CHAIRMAN