

## Safe and Sustainable Operations

**Tullow is committed to creating a working environment where we respect human rights, cause no harm to people, prioritise prevention before seeking to manage our environmental and social impacts, and seek shared benefits with our stakeholders. Everyone who works for, or on behalf of, Tullow is responsible for ensuring that the requirements set out in this Policy are met throughout our business.**

To achieve these we will:

- Actively promote the expected behaviours to underpin our safety culture.
- Comply with all applicable laws and Tullow's Code of Ethical Conduct (See Code of Ethical Conduct), Policies and Standards, and hold our contractors to the same.
- Systematically identify, assess and manage process safety, environmental, climate, health, occupational safety, security, and social risks.
- Design, operate and maintain our facilities in a manner that minimises the likelihood of major accident events.
- Design, build and maintain safe working conditions and take responsibility for the health and wellbeing of our staff and contractors.
- Set targets and measure performance against them to continually improve our performance.
- Protect the environment and prevent pollution from our operations.
- Neither explore for nor exploit oil in World Heritage Sites and always mitigate the potential for operations to impact areas of natural and cultural value prior to undertaking any activity
- Actively work to minimise our operational carbon emissions (See Climate Policy).
- Aim to achieve positive impacts on the natural environment, species, habitats, and biodiversity in our areas of operations (See Biodiversity Policy).
- Aim to create positive, tangible, and sustainable contributions to the economic and social development of the communities and countries where we operate.
- Ensure proactive, ongoing, and participatory community and worker engagement, to understand actual and potential impacts and receive feedback, complaints, and grievances so that these can be appropriately addressed (See Human Rights Policy).

**Safe and sustainable operations are core to how we work. Everyone in Tullow or working on our behalf is empowered to stop any activity they regard to conflict with this Policy.**

Signed by



**Ian Perks**

Chief Executive Officer – Tullow Oil plc  
December 2025