



Hurricane

## People Policy

Hurricane Energy plc (Hurricane) employs and engages people who are competent, having the skills, experience and attitude necessary to fulfil the responsibilities associated with their position along with capacity to grow as individuals.

A high degree of importance is placed on all individuals employed being prepared to embody the values that underpin our business. Our values:

- Straightforward - we keep it simple
- Ingenious - we see what others miss
- Tenacious - we never give up
- Collaborative - the whole is greater than the sum of the parts
- Logical - it all adds up

## Commitments

To respect human rights and reward individuals who use their skills and experience to explore and challenge the technical boundaries associated with their role. To support engagement with employees and the wider workforce in order to facilitate to strengthen the 'employee voice' in the boardroom. To maximise the opportunities our empowered team culture provides, our people:

- Adhere to the values and policies of the Company
- Treat all as equals regardless of age, disability, gender reassignment status, marriage or civil partnership status, pregnancy and maternity, race, religious or political belief, gender or sexual orientation ("protected characteristics" as per the Equality Act 2010) and ensure no-one will be disadvantaged by any conditions of employment that cannot be justified as necessary on operational grounds and respect the diversity of the workforce
- Safeguard our business and the workplace by management of personal performance and development. This will be achieved by the provision of a Performance Management System, Competency Assurance System and complimentary training plans
- Ensure understanding and compliance with the regulatory framework within which we conduct our business
- Practice continual improvement and apply key learnings that enables future success
- Provide security and effective management of all personal data to comply with the relevant data protection legislation
- Assure the performance of third party service providers is aligned through a contractor selection and management strategy

These commitments form the basis on which internal targets for achievement are monitored, reported and revised.

This policy applies to all Hurricane personnel.

Antony Maris

Chief Executive Officer

23 October 2020