













# Environment, Social and Governance Policy

Speedwell is focused on developing our ESG strategy as the business grows and evolves as we work towards being a respected and responsible energy company. Working with the communities and people we interact with we aim to build a sustainable environmentally friendly energy business. One that employs the highest standards of Corporate Governance whilst minimising waste and environmental emissions and impacts, offering our staff and contactors a safe place in which to work.

Our commitments and aims to achieving this are:

|                             |  |   |
|-----------------------------|--|---|
| <b>Environment</b>          |  |   |
| Commitment                  | In carrying out its activities and operations Speedwell places maximum efforts into preventing harm to the environment, ensuring that appropriate risk reviews and preventative measures are put in place, that any emissions and impacts are identified and reduced to as low as reasonably practicable or eliminated altogether                        |          |
| Area                        | Sea, air & land  |    |
| Aims                        | <ul style="list-style-type: none"> <li>Work towards attainment of the NSTA Net Zero targets</li> <li>Ensure our operation are planned and designed to eliminate or reduce to as low as reasonably practicable gas emissions, impacts on the environment and waste materials</li> <li>Reuse or repurpose plant and materials where practicable</li> </ul> |   |
| <b>Social</b>               |  |   |
| Commitment                  | Speedwell takes its social licence to operate very seriously and will endeavour as it grows to look as to where and how it can put back into the communities in which we work.   |    |
| Area                        | People & the community   |   |
| Aims                        | <ul style="list-style-type: none"> <li>Ensure that there is no harm to our staff, contactors, or the wider communities in which we operate</li> <li>Find ways to invest in the people and in the communities in which we operate</li> </ul>  |     |
| <b>Corporate Governance</b> |  |   |
| Commitment                  | Speedwell upholds the highest standards of honesty and integrity with a sound robust corporate governance framework  |    |
| Area                        | People   |   |
| Aims                        | <ul style="list-style-type: none"> <li>Business is run with integrity and honesty</li> <li>Ensure inclusion and diversity</li> <li>Ensure compliance and anti-corruption measures are in place</li> <li>Ensure responsible operations from our supply chain partners</li> </ul>  |   |

Signed by:



Richard T Strachan  
Chief Executive Officer  
Speedwell Energy Limited