



MODERN SLAVERY POLICY



i3 Energy plc

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The below statements are made in respect of the financial year ending 31 December 2023 and outline the steps we took to address modern slavery risks.

i3 Energy Plc and its subsidiaries (together “i3 Energy”) recognizes that modern slavery is a significant global human rights issue and has many forms including human trafficking, forced labor, child labor, domestic servitude, people trafficking and workplace abuse. We are committed to respecting internationally recognized human rights, including ensuring that we are in no way involved or associated with the issue of forced or involuntary labor and that modern slavery and human trafficking are not taking place in any part of our business.

To achieve this, we commit to:

- Respect fundamental labor rights and international labor standards, as set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.
- Avoid causing or contributing to adverse human rights impacts, and to remediate any adverse impacts that we cause or to which we contribute; and take all feasible steps so that our operations are not linked through our business relationships to adverse impacts on human rights.
- Engage meaningfully with and obtain perspective and broad support from communities impacted due to our operations.
- Ensure that affected communities have access to a transparent and fair non-judicial project-level grievance mechanism which operates in a timely and predictable manner.
- Promote principles of equal opportunity for all groups, including women and minorities as a distinctive element of our integrated, diverse, and inclusive company.

We maintain a zero-tolerance approach to all aspects of modern slavery and shall apply this policy in all our operations. In addition, we expect our contractors and business partners to respect human rights and adhere to this policy.

The potential risk of modern slavery affecting a company’s supply chain is influenced by the nature of operations being carried out in each country. For i3 Energy, this activity ranges from exploration activities, undertaking onshore and offshore development projects, production operations, oil and gas marketing through to decommissioning.

We rely on international suppliers, as well as local suppliers in our countries of operation, to deliver key components of our operations, for example seismic and other surveys, drilling and completion, logistics, engineering and construction, operations and maintenance, information technology, communications, and other services. We continue to focus on creating improved access to supply chain opportunities for local suppliers, including direct spending with locally registered international firms and joint ventures between local and international firms.

Given the complexity of our activities, it is important that we have the right management systems in place to ensure that modern slavery and human trafficking do not occur in our supply chain. i3 has implemented certain management systems to manage this risk and will continue to develop and optimize these systems to ensure that these risks are minimized.

We recognize that voicing concerns on this topic can be difficult. To facilitate the reporting process, interested parties may report concerns regarding modern slavery and human trafficking directly to the Company's General Counsel at: Burness Paull, 50 Lothian Road, Festival Square, Edinburgh, EH3 9WJ.

This statement has been approved by i3 Energy plc's Board of Directors (the "Board"), in compliance with the UK Modern Slavery Act. The Board recognizes its responsibility for ensuring that this policy is implemented.

A handwritten signature in black ink that reads 'Majid Shafiq'.

Majid Shafiq
Chief Executive Office
Dated: 19 June 2024