

# People

## Policy

Harbour Energy plays a significant role in meeting the world's energy needs through the safe, efficient and responsible production of hydrocarbons, while creating value for our stakeholders.

**One of our main competitive advantages is our people. To protect and enhance this value Harbour Energy will:**

- Ensure employee safety, health and wellbeing through managing occupational risks, providing a quality working environment and actively promoting a healthy lifestyle and work/life balance
- Expect our people to demonstrate exemplary ethics, values and social responsibility
- Actively promote equal opportunities as a distinctive element of our integrated, diverse and inclusive business
- Promote a work environment that fosters active engagement and listening, enables effective employee communication, agility in decision-making and the transfer of experience and knowledge
- Offer quality, value-adding roles with clear expectations and reporting lines
- Create a culture where we directly link reward to business and individual performance, where performance is assessed not just on what we deliver, but how we deliver in line with our values of We Care, We Work Together, We Aim High and We Deliver
- Invest in training, learning and development opportunities enabling our people to reach their full professional potential
- Create opportunities for our people based on demonstrated attributes, competencies and behaviours deemed critical to the future of the business

It is the responsibility of everyone in Harbour Energy to conform with our Policies and to assist the business in their implementation.

**Linda Z Cook**  
CEO Harbour Energy Plc  
27 February 2025