
Security Policy

It is the policy of Pharos Energy plc and its subsidiaries (together **the Group**) to conduct all business activities in a responsible manner, which assures the health and safety of people and protection of the environment. To achieve this, the Group will seek to provide a secure working environment to protect our employees and contractors, physical assets and operations against risks of injury, loss, damage or impairment from malicious, hostile, or criminal acts.

The Group's Corporate Security Standard has been developed as an integral part of our Health, Safety, Environmental and Social (**HSES**) Management System. This ensures there is a planned and integrated approach in order to:

- Comply with the Voluntary Principles on Security and Human rights while maintaining a safe and secure working environment for our employees.
- Regularly monitor and assess the security status of those places where we do business and assess the security risks associated with our operations.
- Ensure the security risks are understood and communicated to the appropriate personnel.
- Ensure that the necessary controls are in place to address the identified security risks.
- Actively promote awareness of security matters and provide security training to employees where appropriate.
- Maintain and regularly test contingency and emergency procedures to ensure potential security incidents are effectively dealt with.
- Report, investigate and close out all security related incidents.

The responsibility for implementing the security standard lies with the Group's regional General and Operations Managers. It is the responsibility of all personnel to be aware of the risks to their personal security and to act in accordance with the environment in which they are operating. This Policy applies to all Group operations and personnel worldwide.



Katherine Roe

Chief Executive Officer

19 March 2025