



DIVERSITY & INCLUSION STATEMENT



Strength in our Diversity

At Assala Energy, we continue to build on a legacy of cultural diversity, attracting and retaining people from a variety of backgrounds. We're committed to promoting and valuing diversity to nurture a culture of inclusiveness in our workplace. Companies diverse in ethnicity and nationality, age, gender identity, race, and religion, are proven to get better results*. More importantly, creating an environment where everyone, from any background, is empowered and accountable to do their best work is the Assala way.

Assala Energy values its workforce for their unique skills, abilities, creativity, experience and perspectives which they bring to our business. Everyone directly contributes to our success and reputation.

We strive to treat everyone with fairness, respect and dignity and expect those we work with to act in a way that is consistent with our sense of fairness and equal opportunity. We have zero tolerance for any form of discrimination. Decisions related to recruitment, development and promotion are based upon aptitude and ability only. Decisions must not be influenced by factors such as age, gender, sexual orientation, marital status, race, colour, ethnic origin, religion, or belief, disability or political views.

Assala Energy carries out annual analysis on diversity, gender pay gaps and our business operating systems so that we may identify any which could directly or indirectly hamper our commitment to a fair, transparent, respectful and meritocracy-based working environment.

We provide regular training to our managers and, should things go wrong, we have an anonymous service where reports of behaviour inconsistent with these values can be made online, by phone or email in multiple languages.

Assala Energy's approach to diversity and inclusion resonates throughout every business decision and is integrated in our Code of Conduct. We expect and require all Assala Energy employees, as well as companies working throughout our Supply Chain to adhere to these principles.

* <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>

David ROUX

Chief Executive Officer – Assala Energy UK Limited
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