

HUMAN RIGHTS POLICY

Karooon Energy does not tolerate any form of forced labour or exploitation of any kind within our operations. We are committed to respecting and protecting the human rights of our workers, the communities in which we operate and those working within our supply chains, regardless of gender, marital status, religion, race, ethnicity, language, sexual orientation, disability, age or any other status.

This commitment recognises the UN Guiding Principles on Business and Human Rights (2011), which defines the accountabilities of businesses in respecting human rights.

To achieve this, Karoon will seek to:

- Comply with all applicable legislation in all markets in which we operate;
- Respect fundamental labour rights and internal labour standards, as set out in the Universal Declaration of Human Rights (1948);
- Undertake appropriate due diligence of activities and put appropriate systems and controls in place to identify and assess human rights and modern slavery risks and where risks are identified, implement appropriate actions to address them;
- Oppose the occurrence of modern slavery, including forced labour, child labour, bonded labour or human trafficking in our operations or supply chain, respecting the rights of employees to freedom of association in a manner that is consistent with applicable laws, rules and regulations;
- Provide healthy, safe, and secure working conditions for all employees and contractors, recognising that other human rights issues might arise over time, and we will regularly review our focus areas; and
- Ensure that employees, contractors, suppliers and communities affected by our operations have access to grievance mechanisms, as per our Whistleblower Policy.

Applicability

This Policy applies to all activities worldwide under Karoon's operational control. Directors and all employees will use their influence and authority to promote this Policy throughout the organisation and, to the extent practicable, in non-operated ventures.

These commitments are aligned with Karoon's values, goals, and responsibilities, and are crucial to the way that we safely and sustainably conduct our operations. These are also underpinned by our Code of Conduct, Sustainability Policy, Diversity Policy, Health and Safety Policy and Whistleblower Policy.



Peter Botten
Chair



Julian Fowles
CEO & Managing Director

Reviewed by the Board: 10 December 2024

APPENDIX 1

Based on information provided by the 2023 Corporate Human Rights Benchmark, conducted by the World Benchmarking Alliance, and desktop research completed, a total of 28 companies in the Oil & Gas industry have either a Human Rights Policy or a Human Rights Commitment published.

Karooon's proposed policy has been developed with reference to similar industry policies and aligned with the UN Guiding Principles on Business and Human Rights (2011) and is consistent with E&P industry peers.

Company	Country	HR Policy & Link
Beach Energy	Australia	Yes
BP	United Kingdom	Yes
Canadian Natural Resources	Canada	Yes
Chevron	United States	Yes
ConocoPhillips	United States	Yes
Devon Energy Corp	United States	Yes
ENEOS Holdings	Japan	Yes
Eni	Italy	Yes
Equinor	Norway	Yes
ExxonMobil	United States	Yes
GeoPark	Colombia	Yes
Gran Tierra Energy	Canada	Yes
Jadestone Energy	Singapore	Yes
Kosmos Energy	United States	Yes
Marathon Oil	United States	Yes
New Zealand Oil & Gas	New Zealand	Yes
Occidental Petroleum	United States	Yes
Oil and Natural Gas Corporation	India	Yes
OMV	Austria	Yes
Petrobras	Brazil	Yes
Pharos Energy	United Kingdom	Yes
Repsol	Spain	Yes
Santos	Australia	Yes
Shell PLC	United Kingdom	Yes
Suncor Energy	Canada	Yes
TotalEnergies	France	Yes
Tullow Oil	United Kingdom	Yes
Woodside	Australia	Yes