

Equality, Diversity and Inclusion Policy

Effective Date: 06 July 2026

This policy supports compliance with the Equality Act 2010.

Pliosaur Energy Ltd is committed to promoting equality, diversity and inclusion across all areas of our work, as reflected in our values. We believe that everyone should be treated with dignity, fairness and respect, and should have equal opportunity to contribute, develop and thrive.

We value the different backgrounds, identities, experiences and perspectives of our staff, stakeholders and the communities we work with. We recognise that diversity strengthens our organisation, improves decision-making and encourages innovation. Pliosaur Energy Ltd is committed to continually learning, listening and improving.

Pliosaur Energy Ltd is committed to providing an environment free from discrimination, bullying, harassment and victimisation. This commitment applies to the protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We are committed to ensuring that our practices, workplace culture and partnerships are fair, transparent and inclusive. This includes making reasonable adjustments for disability and supporting other accessibility requirements where appropriate. Pliosaur Energy Ltd is committed to equality of terms, equal work and equal pay.

We expect everyone representing, working for or working with Pliosaur Energy Ltd to behave in a way that supports equality, respect and inclusion. A zero-tolerance policy is in place and any concerns or complaints will be handled appropriately.

This policy represents our ongoing commitment to building a fairer, more diverse and inclusive organisation.

Jerry Trevarthen

Director – Pliosaur Energy Ltd