



**SAMNOMI OIL AND GAS
GLOBAL LIMITED**
Mile Effort. Energy Secure. Delivery

RC: 1699150

NON-DISCRIMINATION POLICY AND PROCEDURE

EXECUTIVE POLICY STATEMENT

Ideas of non-discrimination and equal opportunity have for decades been part of the international community's key principles. Equality and non-discriminatory employment practices are rooted in the principle that all employment decisions should be based on individuals' ability to do a job, regardless of their personal characteristics that are not related to the requirements for job performance.

Woven in the fabrics of numerous international instruments, including conventions of the United Nations, the International Labor Organization, these concepts are rooted in universal principles of human rights, fundamental freedoms and equality. In today's emerging markets, companies that seek to be leaders and set examples of corporate social responsibility while building a productive and diverse workforce must address issues of discrimination in the workplace. Businesses that succeed in doing so act decisively to eliminate discriminatory practices and create the conditions for diversity and equality of opportunity and treatment in employment, often going beyond what is required of them by national law. Employers who adopt such approaches may derive a number of business advantages, including penetration of new markets, improved employee morale, a wider pool of talent from which to recruit, reduced exposure to legal challenges, and reputational benefits.

Signed:

Chief, Engr Samson Kevwe Anomi
CEO -SAMNOMI Oil & Gas Global Ltd

Objective – The objective of this policy is to ensure that Samnomi Oil and Gas Global Limited provides a fair and inclusive work environment, free from discrimination and harassment, and that all employees, customers, and stakeholders are treated with dignity and respect.

This procedure applies to all Samnomi Oil and Gas Global Limited employees, contractors, clients and stakeholders.

Responsibilities

- All employees are responsible for adhering to this procedure and promoting a culture of non-discrimination all times.
- Managers and supervisors are responsible for ensuring that this procedure is implemented and enforced in their areas of responsibility.
- The Human Resources department is responsible for providing guidance, training, and support to ensure compliance with this procedure.

Non-Discrimination Principles

Samnomi Oil and Gas Global Limited is committed to providing a work environment that is free from discrimination and harassment. We will not discriminate against any individual based on:

- Color
- Sex
- Religion
- Political opinion
- National extraction
- Social origin
- Age
- Disabilities
- Sexual orientation

Measures to Ensure Non-Discrimination

- **Recruitment and Hiring** - All recruitment and hiring practices will be fair, transparent, and free from discrimination.
- **Training and Development** - All employees will receive training on non-discrimination and harassment, and will be provided with opportunities for development and advancement.
- **Performance Management** - All performance management practices will be fair, transparent, and free from discrimination.
- **Work Environment** - The work environment will be inclusive and respectful, and will provide reasonable accommodations for employees with disabilities.
- **Customer Service** - All customers will be treated with dignity and respect, and will receive service that is free from discrimination.

Reporting and Addressing Incidents

- **Reporting Incidents** - All incidents of discrimination or harassment will be reported to the Human Resources department or a manager.
- **Investigating Incidents** - All incidents will be investigated promptly and thoroughly, and will be treated confidentially.
- **Addressing Incidents** - All incidents will be addressed promptly and appropriately, and may result in disciplinary action, up to and including termination.

Monitoring and Review

- **Monitoring Compliance** - Compliance with this procedure will be monitored regularly, and any incidents of non-compliance will be addressed promptly.
- **Reviewing and Revising** - This procedure will be reviewed and revised regularly, and will be updated to reflect any changes in legislation or company policies.

Review and Revision

This policy will be reviewed and revised as necessary to ensure that it remains effective and relevant.



Date: April 2, 2024

Signed:

Chief, Engr Samson Kevwe Anomi

CEO - SAMNOMI Oil & Gas Global Ltd