



VENDOR CODE OF CONDUCT

SEPLAT Energy Plc is committed to conducting business in an ethical and honest manner, and in a way that promotes corporate, social and environmental responsibility. This includes responsible vendor selection by conducting business with vendors who share SEPLAT's values of commitment to health, safety, environment, sustainability and integrity. We understand that the business practices and actions of a vendor may impact SEPLAT. Therefore, we require our vendors, their employees, agents, and suppliers to operate in accordance with the principles and ethical standards contained in this Vendor Code of Conduct and communicate same to their staff, partners, and their own vendors.

We expect our vendors to

-  Adopt health and safety management practices which provides a high level of safeguarding for their workers, Seplat employees and assets;
-  Comply with all applicable environmental laws and requirements;
-  Ensure that they do not use child labour and or forced labour in their operations;
-  Ensure that discrimination, harassment, and bullying do not exist in their workplace and while working for SEPLAT;
-  Ensure prompt payment of their workers for work done which must be in line with legislation, regulations, and the industry standard;
-  Have zero-tolerance regarding bribery, corruption, misrepresentation, and any other type of corrupt actions in order to obtain or retain business or to obtain an unfair or improper advantage;
-  Conduct their business in full compliance with antitrust and fair competition laws that govern the jurisdictions in which they conduct business;
-  Comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, or shared;
-  Ensure that they do not utilize any family, social or political connections to gain advantage within business dealings and to notify Seplat of any potential conflicts of interest;
-  Ensure that management systems and practices are in place to prevent money laundering;
-  Work collaboratively with Seplat to deliver goods and services in a cost effective, timely & innovative manner, while adhering to agreed contract terms and conditions as well as applicable statutory regulations.
-  Conduct self-audit and assessments of their facilities and operations, and the facilities and operations of their own vendors to ensure compliance with this Code, and existing legal/regulatory requirements.
-  Maintain documents and records to ensure regulatory compliance.
-  Establish and maintain a management system that ensures compliance with this Vendor Code of Conduct and applicable laws, that identifies, and mitigates related operational risks, and facilitates continuous improvement and prompt corrective action.

SEPLAT reserves the right to investigate instances of non-compliance with this Vendor Code of Conduct or laws and regulations which may include a vendor site audit. Please contact SEPLAT Vendor Management Unit at VManagement@seplatenergy.com or Business Integrity Unit at BusinessIntegrity@seplatenergy.com for clarification on any issues in this Vendor Code of Conduct.



Chief Executive Officer
Roger Brown

