



DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY STATEMENT

Uganda National Oil Company Limited (UNOC) is committed to creating and maintaining a diverse, equitable and inclusive environment for all its employees and business partners. UNOC believes that fostering, cultivating, promoting, preserving and supporting a culture of equality and inclusiveness, and making the most of diversity, is not only good for its business but also creates a safer workplace and is the right thing to do.

UNOC embraces its employees' differences in age, colour, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, socio-economic status, and other characteristics that make its employees unique.

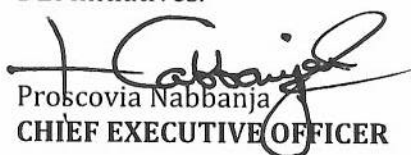
UNOC's DEI initiatives are applicable - but not limited to - its practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; and the ongoing development of a work environment built on the premise of diversity, equality and inclusion that encourages and enforces:

- Managers at all levels to demonstrate effective leadership with due regard to diversity, equality and inclusion.
- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.
- Conditions for diversity within Suppliers, Partners and Communities.

All employees have a responsibility to always treat others with dignity and respect and are expected to exhibit conduct that reflects inclusion during work, on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.

UNOC will take positive steps to ensure that all our Employees, Partners, Stakeholders, Contractors and Customers enjoy an experience that is fair, equitable and free from discrimination.

UNOC will regularly monitor, review and report on its progress on the implementation of DEI initiatives.


Proscovia Nabbanja
CHIEF EXECUTIVE OFFICER


Emmanuel Katongole
CHAIRMAN BOARD OF DIRECTORS

Date: 16th / SEPTEMBER / 2021

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