

Social Policy


IOG is a Net Zero UK gas and infrastructure operator focused on high return projects.

This policy reflects the behaviours expected both within IOG and towards our external stakeholders. We believe our people are valuable assets and supporting their development is an important part of our success. We also believe that everyone at IOG has a duty to act in a responsible way within the communities in which we operate.

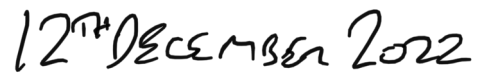
In keeping with our corporate values, we expect all IOG personnel to:

- Act with the highest ethical standards at all times and hold each other to these standards;
- Foster an open, inclusive and equal opportunity culture;
- Value our diversity as people and respect unique characteristics;
- Promote an ethos of constructive collaboration, effective communication and knowledge sharing;
- Promote critical thinking and a problem-solving mindset to overcome challenges and capitalise upon opportunities;
- Take a dynamic and agile approach to decisions and activities, and consider their external impacts;
- Encourage our colleagues to further their professional ambitions by contributing to our shared progress, supported through training and development where appropriate;
- Listen to our colleagues and support their wellbeing wherever possible; and,
- Look for opportunities to positively impact the communities in which we operate.

IOG considers these commitments to be integral to our culture and essential to our shared progress.



Rupert Newall
Chief Executive Officer
IOG plc



Date