

## CODE OF CONDUCT

Verus Petroleum's Code of Conduct ("the Code"), sets out the rules and standards that everyone in the company must follow. These are core principles and expectations with respect to business conduct.

Our overall ambition is to ensure that everyone in the company makes **ethical, responsible and profitable** decisions.

The Code applies to all employees, members of the board of directors and representatives of Verus Petroleum. It also applies to independent contractors/consultants, temporary and agency staff working for, or on behalf of Verus.

The ten principles of the Code are:

1. **We comply with laws**
2. **We respect our colleagues**
3. **We ensure healthy and safe working conditions**
4. **We protect our assets and confidential information**
5. **We respect fundamental human rights**
6. **We never make illegal payments**
7. **We select our business partners carefully**
8. **We avoid conflicts of interest**
9. **We compete fairly**
10. **We operate in an environmentally responsible manner**

The company policies that are key in supporting and implementing the Code are:

- Dignity at Work
- Equality & Diversity
- Disciplinary
- Grievance
- Anti-Bribery & Corruption
- Gifts & Hospitality
- Whistleblowing
- Integrity Due Diligence
- Confidentiality
- Intellectual Property
- Information Technology
- Alcohol & Substance Abuse
- HSE

All of Verus Petroleum's policies and procedures are fully compliant with prevailing UK legislation and good practice.