



# **Seagull Petroleum and Mining**

## **Business Principles**

**Effective as of October 02, 2018**



## **Business Principles**

Seagull Petroleum and Mining has respect and belief in our five core values; Hands-on, Respect, Courage, Team Work and the Strive for Excellence which all originated from a solid foundation of strong ethics and full integrity. Additionally, Seagull Petroleum and Mining respects the environment, the people that work for us and the communities in which we operate and reside. All Stakeholders to Seagull Petroleum and Mining must live our principles and that's why our business Principles apply to all transactions, large or small, and drive the behavior expected of every employee in the conduct of its business at all times. Key principles of our business practices are:

- **Engagement**  
Seagull Petroleum and Mining recognize that regular engagement with our stakeholders is essential. In our daily interactions with employees, business partners and local communities, we seek to listen and respond to them honestly and responsibly with full commitment.
- **Business Integrity**  
Seagull Petroleum and Mining insists on honesty, integrity and fairness in all aspects of our business and expects the same in our relationships with all those with whom we do business. The direct or indirect offer, payment, soliciting or acceptance of bribes in any form is unacceptable. Employees must also declare to their employing company potential conflicts of interest.
- **Health , Safety, Security and the Environment**  
Seagull has a systematic approach to health, safety, security and environmental management in order to achieve continuous performance improvement. We continually look for ways to reduce the environmental impact of our operations, products and services.
- **Competition**  
Seagull Petroleum and Mining always seeks to compete fairly and ethically and within the framework of applicable competition laws.
- **Local Communities**  
Seagull Petroleum and Mining respects the local communities in the areas where we operate. We manage the social impacts of our business activities carefully and work with others to enhance the benefits to local communities, and to mitigate any negative impacts from our activities.
- **Compliance**  
We comply with all applicable laws and regulations of the countries in which we operate.

Chief Executive Officer