

WORKER WELFARE POLICY

South Western Technologies firmly believes that dignified living and working conditions, and the social and economic wellbeing of her employees are essential to unlocking human potential. These factors are essential to SWT's drive in raising the quality of life for her workers.

This policy ensures that employee harmony is maintained throughout the operations of South Western Technologies. This also applies when engaging community and subcontractor personnel.

It is the responsibility of South Western Technologies to ensure that all applicable laws and regulations are adhered to and are committed to:-

- Prohibition against all forms of discrimination, thereby providing equal and fair treatment for employees based on merit.
- Promote a just, fair and harassment-free workplace to all.
- Maintain open communication channels.
- Remain an employer of first choice.
- Create safe and healthy working environment for all.

This policy focuses on attracting, retaining and further developing the human capital. The policy applies to all those who are controlled by South Western Technologies & Oilfield Services Limited and its activities.

A handwritten signature in blue ink, appearing to read 'Chris Idisi'.

CHRIS IDISI

MANAGING DIRECTOR

24 MARCH 2025