



## **Byron Statement of Values**

### **Who Are We and What We Do**

We are an independent oil and natural gas exploration and production company, headquartered and listed in Australia (ASX:BYE), with operations focussed on the shallow water offshore Louisiana in the Gulf of Mexico, USA. We have grown through exploration and development and currently have working interests in a portfolio of producing and exploration leases on the Outer Continental Shelf in the Federal waters. We have an experienced management team with a proven record of accomplishment, advancing high quality oil and gas projects from exploration to production.

Our core values of integrity and honesty, innovation, responsibility and collaboration are integral to everything we do. These values represent what is important to us and reinforce our culture centred on engagement, performance management and achievement.

### **Integrity and Honesty**

We conduct ourselves with integrity and honesty. We believe that doing the right thing in a professional but caring, respectful and honest way creates an open organisation that stakeholders can trust. We expect our people to be trustworthy and reliable in their dealings with all stakeholders, and to be respectful of others.

### **Innovation**

We foster an entrepreneurial culture with a focus on cutting-edge geophysical technology. We will not compromise our technical integrity and strongly believe in “facts over opinions”. We encourage our people to be proactive, entrepreneurial and to work hard to achieve their goals.

### **Responsibility**

Responsibility for safety and the environment is fundamental to everything we do. The safety, health and welfare of employees, contractors and the public is a key priority. We are committed to providing a safe and inclusive work environment and promoting self-protection, integrity and honesty. We are also committed to producing oil and gas in the Gulf of Mexico in an environmentally responsible manner. We strive to achieve industry best practice, with a particular focus on our Safety and Environmental Management System (SEMS). We are committed to transparent measurement and reporting of environmental metrics, which ultimately lead to a better understanding and reduction in environmental impacts.

### **Collaboration**

We care passionately about our people, our assets and our responsibilities to our stakeholders. We proactively engage with all of our stakeholders and aim to communicating with clarity and honesty at all times. Being proactive and entrepreneurial to achieve our goals is important, but success can only be achieved when people work together in a co-operative environment, with emphasis on risk identification, assessment and management to achieve the optimal result for all stakeholders.

## **Review of Values**

The Board is committed to ensuring that values continue to evolve based on communication and feedback from employees and other stakeholders and remain effective and relevant to our strategy.

**Adopted by the Board of Byron Energy Limited**

**30 June 2021**

Last updated date: 30 June 2021