



# People

## Policy

Tedstone Oil delivers share holder value by investing in high quality oil and gas production, development and exploration opportunities. One of our main competitive advantages is our people.

### To protect and enhance this value Tedstone Oil will:

- Ensure employee safety, health and wellbeing through managing occupational risks, providing a quality working environment and actively promoting a healthy lifestyle and work/life balance
- Expect our people to demonstrate exemplary ethics, values and social responsibility
- Actively promote equal opportunities as a distinctive element of our integrated, diverse and inclusive business
- Promote a work environment that fosters active engagement and listening, enables effective employee communication, agility in decision-making and the transfer of experience and knowledge
- Offer quality, value-adding roles with clear expectations and reporting lines
- Create a culture where we directly link reward to business and individual performance
- Invest in training, learning and development opportunities enabling our people to reach their full professional potential
- Create opportunities for our people based on demonstrated attributes, competencies and behaviours deemed critical to the future of the business

It is the responsibility of everyone in Tedstone Oil to conform with our Policies and to assist the business in their implementation.

**Linda Z Cook**  
CEO **Tedstone Oil & Gas Limited**