

DIVERSIFIED
energy

ENVIRONMENTAL, HEALTH & SAFETY POLICY

This policy statement is driven in part by our Company Values, which form the foundation upon which our company was started and the standards to which each Director, officer and employee of Diversified is expected to adhere. As per these Company Values, we will conduct our business and deliver value to our stakeholders based upon ethical standards and beliefs that:

- ❖ Value the dignity and worth of all individuals;
- ❖ Act with personal and business integrity;
- ❖ Commit to excellence in our performance;
- ❖ Respect environmental stewardship as we make business decisions;
- ❖ Exhibit courage of convictions, challenge the status quo and strive to create value;
- ❖ Seek opportunities for continuous learning and improvement; and
- ❖ Serve and support our teams and communities with passion and enthusiasm.

As reflected in our Company Values, we will conduct our business and deliver value to our stakeholders based upon ethical standards and beliefs that “Commit to excellence in our performance” and “Respect environmental stewardship as we make business decisions.” This commitment of excellence and environmental (inclusive of air, water, land and biodiversity) stewardship applies wherever and whenever we operate, from the time of acquisition to the permanent retirement of our assets.

At Diversified Energy Company Plc (“**Diversified**”), we recognize that our employees are our greatest and most important asset, and their health and safety is our top priority. Further, we believe that when our employees feel safe in their respective operating environments, then happier, healthier employees drive better outcomes for themselves, our company and our stakeholders. Importantly, we do not operate in areas or regions where security forces are required or necessary.

Our fundamental commitment to safety and the protection of our employees also applies to our vendors, contractors, the public and the environment. Our goal is to equip and empower our employees and to appropriately engage with all external parties associated with our operations to achieve environmentally responsible and safe operations, inclusive of the authority and responsibility to stop work for a situation regarded as potentially harmful to any individual or the environment.

We actively promote a culture of safety where, above all else, “Safety-No Compromises” is our first daily priority. This focus begins with our ‘Be Where Your Boots Are’ safety program that reinforces intentional development of and focused attention to situational awareness. As part of our safety culture, we actively encourage our employee-driven, management-endorsed, and amnesty-protected Good Catch/Near Miss reporting program which supports our efforts to identify areas of improvement and to develop programs that prioritize action plans for correction or mitigation.



One way in which we measure the impact of our development and actions is through meaningful environmental, safety and social targets and metrics. We actively seek year-over-year improvement in the metrics associated with our performance in these important business areas, and actively monitor their progress for regular reporting to the Sustainability & Safety Committee of the Board.

This policy guides all our activities and will not be compromised in any business endeavor. We commit to:

- Comply with all applicable environmental, health and safety laws and regulations and the Company’s safety policies and manuals.
- Incorporate environmental, health and safety considerations in the Company’s planning and operational decisions and its compensation programs.
- Actively seek to reduce greenhouse gas (“**GHG**”) emissions, other air emissions (e.g., NO_x, SO_x, and VOCs), and unintended releases as we work toward our net zero Scope 1 and 2 GHG goal.
- Avoid flaring and gas venting.
- Actively avoid and reduce the quantity and environmental impact of all expected and unexpected discharges of pollutants in any form to the environment.

- Actively seek to reduce our volume of waste, seeking waste prevention first, then reuse and recycle when possible, while also seeking to use natural resources and energy more efficiently.
- Monitor water scarcity within our operating footprint and manage our limited water use accordingly, minimizing freshwater use where possible.
- Assess, prevent wherever possible or otherwise minimize, mitigate and remediate any potential adverse effects of our operations on the environment, biodiversity and ecosystems as we strive to deliver a positive impact on our surroundings.
- Promote an incident-free, zero harm workplace, as measured through quantitative targets and metrics such as total recordable incident and motor vehicle incident rates, and conduct our activities in a manner that assures optimum protection of our employees and contractors.
- Promote the personal, physical and mental health and well-being of our employees through relevant company-sponsored programs and benefit structures.
- Assign responsibility and accountability throughout Diversified for environmental, health, safety and sustainability performance by setting goals, tracking progress and reporting results.
- Anticipate and manage risk through business processes that emphasize prevention but prepare us to effectively respond in the event an incident occurs.
- Collaborate with our internal (employees and employee representatives) and external stakeholders, encouraging active, open and transparent communication.
- Provide adequate training and resources to equip and empower our employees so we can operate safely as we work to satisfy our environmental, health and safety commitments.
- Require that all contractors and other parties engaged in activities on our operated properties comply with our standards as well as all applicable health, safety and environmental laws, regulations, policies, and manuals.
- Conduct reviews and evaluations of our assets and operations as appropriate to identify and minimize potential hazards, verify compliance, and continuously improve environmental, health and safety performance.
- Investigate work-related injuries and incidents to identify root causes and deploy lessons learned across our operations.

We are committed to minimizing the impact of our operations on the environment and equally focused on protecting the health, wellbeing and safety of our valuable employees. Therefore, we commit to implementing this policy through active, demonstrated leadership and the application of appropriate resources.

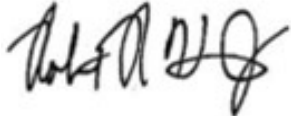
This policy should be read in conjunction with Diversified's remaining corporate policies, including but not limited to the Company's Climate Policy, Biodiversity Policy and Employee Relations Policy.

While it is the primary responsibility of the Senior Vice President of Environmental, Health and Safety to oversee these matters, under the general oversight of the Executive Vice President of Operations, all individuals who work for and with Diversified are encouraged to demonstrate responsible behaviors in all environmental, health and safety areas. It is, therefore, the shared responsibility of all Diversified employees to conform with this policy and to assist the Company in its implementation. Likewise, we encourage any business partners working with

the Company to make the protection and preservation of our environment and all personnel a priority.

Environmental, Health and Safety matters come under the purview of the Sustainability and Safety Committee of the Board of Directors.

This policy is reviewed and approved annually by the Company's Board of Directors and signed by the Chief Executive Officer as both a member of the Board and a representative of management.

A handwritten signature in black ink, appearing to read "Rusty Hutson, Jr.", with a stylized flourish at the end.

Rusty Hutson, Jr.
Co-Founder and Chief Executive Officer