

DIVERSIFIED
energy

HUMAN RIGHTS 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.

Diversified Energy Company Plc (“**Diversified**” or “**the Company**”) is committed to conducting business in an ethical and responsible manner. Our Company Values state, in part, that “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.” At Diversified, respect for human rights is fundamentally embedded in our culture and drives the way we manage our business, treat employees and engage with our stakeholders.

We respect and support international labor standards as set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. While governments have the primary responsibility for protecting and upholding the rights of its citizens, we recognize our commitment and responsibility to ensure that human rights are upheld in every aspect of our business operations and to promote human rights where we can make a positive contribution.

COMPANY WORKPLACE POLICIES

We strive to foster a safe, inclusive and respectful workplace across our entire operations.

Fair Labor Practices and Employee Rights

We believe all employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We operate in compliance with applicable wage, work hours, overtime and benefits state and federal laws and international labor standards.

We pay employees competitive salaries and offer comprehensive well-care benefits that can significantly improve the quality of life of employees and their families. We will pay employees a fair wage, meeting or exceeding the minimum wages and overtime rates required by state and federal law and any applicable collective labor agreements. We do not discriminate in remuneration on any basis as covered by guidelines on equal employment opportunity and harassment and discrimination.

Safe & Healthy Workplace

We do not operate in areas characterized by conflict, lack of security, political instability or cultural clashes. We value the safety, wellbeing and development of employees, thus we aim to provide and maintain a safe, healthy and productive workplace for all employees. Likewise, each employee has a personal responsibility to their fellow employees and the Company to follow all Company safety and security procedures as well as applicable laws, regulations and internal policies.

Diversity

We value the dignity and worth of all individuals. Therefore, we are committed to supporting and encouraging diversity of backgrounds, life experiences, self-expression, knowledge and talent within our business and the organizations with which we do business.

Prevention of Discrimination and Harassment

We have a zero-tolerance policy for discrimination and prohibit all forms of harassment,

including sexual harassment. Therefore, we are committed to maintaining workplaces that are free from actual or perceived discrimination based on race, color, ethnicity, religion, alienage or national origin, social status, ancestry, citizenship status, age, physical ability or disability, language, gender, marital status, pregnancy, present military or veteran status, sexual orientation, gender identity, trade union membership, political opinion, medical condition, or any other characteristically protected by applicable law.

We are committed to providing equal opportunities for all employees, eliminating discriminatory practices and promoting a work environment that is free from harassment, violence, intimidation, and retaliation. Therefore, all decisions regarding recruitment, hiring, placement, promotion, evaluation transfer, training, termination of employment, compensation, benefits, employee activities and general treatment during employment will be made without unlawful discrimination on the basis of these criteria or any other unacceptable form of discrimination.

Any concern or non-compliance of this commitment may be communicated through direct contact with the Company's General Counsel or through the Company's Compliance Hotline. Refer to the Company's separately posted Whistleblowing Policy for more information on the oversight, reporting, investigation, and response processes regarding concerns raised through the Compliance Hotline.

Modern Slavery, including Child and Forced Labor

We are committed to preventing and prohibiting compulsory or forced labor of any kind, including all forms of modern-day slavery or human trafficking. We do not engage in or condone the unlawful employment or exploitation of children. We abide by and require all of our vendors and contractors to abide by all applicable laws in these areas. Refer to the Company's separate Modern Slavery Policy for an explicit statement on our zero-tolerance approach to all aspects of modern slavery.

Freedom of Association

We believe we have good relations with Diversified's employees, as evidenced by ongoing engagement between management and employees via direct personal and virtual engagement, townhall meetings, interactions with the Board of Director's ("**Board**") Non-Executive Employee Representative, and conducting regular Employee Experience Surveys. Although we do not believe employees need an intermediary organization between them and the Company, we acknowledge that employees have the right to choose which, if any, organizations they join, including to determine whether to bargain collectively in accordance with applicable law.

RESPECTING OUR COMMUNITIES

Communities and Customers

We remain keenly aware of the balance between climate, energy security and sustainability and believe that our commodity products support access to life-sustaining energy supply for our communities and customers. We respect the livelihoods and health

of communities impacted by our operations, their right to clean drinking water and sanitation, rights relating to the ownership or use of land and natural resources (including property rights) and the right to a safe, clean, healthy and sustainable environment.

We respect the human rights of all persons in the communities in which we operate and take full responsibility for our activities and interactions within those communities. We strive to engage in proactive open, honest and transparent communications with our communities and customers and support employees' efforts to make a difference in the local communities in which they work and live.

Beyond onboarding individuals formerly employed by the sellers of assets recently acquired by the Company, we seek opportunities when applicable to hire qualified personnel from within our local communities as a means to provide secure, well-paid jobs and access to health and wellness benefits that support a critical path out of poverty and towards prosperity.

Our operations do not require the resettling of individuals. Though not likely, if such a circumstance were to ever occur, we are committed to providing adequate remuneration in accordance with applicable law and equitable principles.

Indigenous People

We are sensitive to and seek to protect the history, culture, customs and land and water rights of indigenous peoples in areas where we operate. Consistent with applicable law, we are committed to consulting with appropriate representatives when our activities may affect culturally important areas. Further, we are committed to developing and maintaining mutually respectful relationships and to working with indigenous peoples to achieve goals that will provide lasting benefits to the community, including opportunities in economic and social development.

COMMITMENT TO SUPPLY CHAIN

Our Business Partner Policy establishes clear expectations of our business partners, including an expectation to respect internationally recognized human rights, comply with all applicable laws and conduct their business ethically and responsibly. We will not knowingly condone or contribute to adverse human rights impacts caused by the actions of our business partners. If we become aware of an adverse impact, we will engage to be part of the solution, including seeking to prevent or mitigate the adverse impact. As warranted, we reserve the right to alter or terminate any professional relationship should any business partner violate, fail to correct, or have a pattern of violating these expectations.

GRIEVANCE MECHANISMS

Wherever we operate, we engage with communities and other stakeholders to understand how our operations may impact human rights. We prioritize consultation with potentially affected people and pay particular attention to impacts we could have on at-risk, marginalized or vulnerable groups. Even so, we are committed to providing our workforce, communities and customers affected by our operations, workers in our supply chain and others with access to effective grievance mechanisms. Where we identify we have caused or contributed to an

adverse human rights impact, we are committed to providing for, or cooperating in, its remediation through legitimate processes.

BRINGING THESE POLICIES TO LIFE

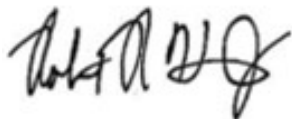
Our commitment to respect human rights is a core tenet of our business, and we take active steps to reflect that commitment in our everyday activities, including taking steps to identify, prevent and mitigate potential adverse human rights impacts for our existing activities and new opportunities and also periodically reporting on our principles and performance in reports to our Board and in our investor relations materials to our various stakeholder groups.

In support of these efforts, we place special value on our ongoing collaboration with a broad range of interested constituencies, including investors, industry and peer groups; governmental, inter-governmental and non-governmental organizations; advocacy groups and concerned individuals. This broad engagement helps keep us aware of the potential impacts—positive and negative—of our products, services and operations on the rights, interests and well-being of our employees, vendors, customers, communities and all others with whom we engage.

With support from Human Resources and other departments as needed, our General Counsel oversees our policies and practices in all of these areas and is directly accountable to the Chief Executive Officer (“**CEO**”) and to the Board. Our Board annually reviews our policies to ensure our policies and practices relating to human rights remain relevant and applicable in a rapidly changing and challenging world. We expect and encourage all employees throughout our business operations to conform to this policy and to make these principles and practices a part of their daily work ethic. Further, we hold employees accountable for adhering to our Code of Business Conduct and Ethics (as applicable).

This policy should be read together with our Employee Relations Policy and Business Partners Policy as separately posted on our website.

This policy is reviewed and approved annually by the Company’s Board of Directors and signed by the CEO as both a member of the Board and a representative of management.

A handwritten signature in black ink, appearing to read "Rusty Hutson, Jr.", written in a cursive style.

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