

Social Policy

Apex International Energy recognizes that our operations may impact the communities in which we operate. Apex considers Social commitment at the core of our responsibility as a reliable operator and we are committed to the initiatives listed below. We are a part of the communities in which we operate and expect to be involved in the communities and contribute to human, economic and social development.

Apex's Social Policy is based on the following approach:

- Developing transparent, constructive relationships with all our stakeholders.
- Reducing negative socio-economic impacts related to operations.
- Reinforcing the use of local workers and contractors where feasible and compatible with operations.
- Contributing to human development by emphasizing education and supporting local skills.
- Respecting the value of historical, natural and cultural heritage of local communities.
- Acting and being recognized as an accountable operator with an approach based on respect, listening, dialogue and stakeholder involvement, as well as a partner in sustainable social and economic development of host communities.
- Communicating our social commitment to our employees, partners, contractors and suppliers.

As Apex's CEO, I am committed to ensuring that our organization, resources and business enable us to implement this policy to manage and minimize social risks. I will review this Social Policy periodically and when needed to confirm that it remains relevant and appropriate to Apex's scope of activities. Please join me and the entire Apex organization in adopting and executing this Social Policy in a manner in which we can all take pride.

Authorized by:



Roger Plank

Apex International Energy CEO