



REGENCY PETROLEUM COMPANY LIMITED.

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ENVIRONMENTAL SOCIAL AND GOVERNANCE POLICY

1. Purpose

The Environmental, Social, and Governance (ESG) Policy affirms the Regency Petroleum Company Limited's commitment to sustainable, transparent, and responsible practices across all areas of its operations. This policy outlines our overarching ESG principles and provides a structured framework to guide RPL in integrating ESG considerations into its strategy, operations, and stakeholder engagements, consistent with its statutory mandate under the applicable regulations.

2. Scope

This policy applies to all employees, contractors, and stakeholders involved in or impacted by the operations and activities of the RPL. It covers the environmental, social, and governance dimensions of the Authority's mandate, programme's, partnerships, and internal operations.

3. Guiding Principles

RPL will implement its ESG policy based on the following principles:

- Accountability and Transparency:
- Environmental Stewardship
- Social Responsibility
- Ethical Governance
- Community Participation
- Product Safety: Adherence to strict quality standards to ensure consumer safety.
- Supply Chain Ethics: Vetting suppliers for their own ESG performance to ensure the "liquid gold" is sourced responsibly.

4. Environmental Stewardship

RPL is committed to preserving Jamaica's natural environment through:

- Lower-Carbon Alternatives: A strategy to integrate cleaner fuel blends as may be available (e.g., ethanol-blended gas or low-sulfur diesel) or transition fuels like natural gas.
- Ensuring that structured protocols for the disposal of hazardous waste, such as sludge from tank cleaning or contaminated runoff.
- Spill Response Plan: A detailed, public-facing commitment to rapid containment and remediation of any environmental releases.
- Encouraging environmentally sound technologies and practices in all operations.
- Monitoring and evaluating the environmental performance of its services and facilities.
- Collaborating with relevant agencies on environmental protection initiatives.

5. Social Commitments

RPL recognizes its responsibility to support social well-being by:

- Promoting inclusive and meaningful community engagement in environmentally safe solutions.
- Fostering workplace health, safety, diversity, and equitable treatment for all employees including the development of an Occupational health and Safety framework to minimize on-site injuries and long term health exposure
- Community Engagement: Programs to support local infrastructure or environmental conservation projects in areas affected by plant operations.
- Strengthening partnerships with schools, community groups, and NGOs to support environmental stewardship including spearheading campaigns such as beach clean ups.

6. Governance Commitments

RPL will maintain high standards of governance and ethical conduct inline with our Corporate Governance Policy and Code of Ethics and Business Conduct through:

- Compliance with all applicable laws and regulations.
- Robust Policy framework, Board stewardship and management accountability;
- Clear roles, responsibilities, and accountability structures across the organization.
- Transparent procurement, contracting, and reporting processes.
- Continuous development of staff competencies through training and professional development.
- Risk identification and management strategies embedded within operational planning.
- Regular review and improvement of internal policies, controls, and performance metrics.

7. Implementation and Monitoring

RPL will integrate ESG objectives into its strategic and operational plans. A key element is the understanding of the needs and expectations of stakeholders including customers,

employees, investors, regulatory bodies, and community partners—to understand their expectations and concerns related to ESG. This engagement will inform the development and implementation of ESG initiatives, ensuring alignment with stakeholder needs and long-term corporate sustainability objectives

Key actions include:

- Establishing ESG targets and performance indicators to measure ESG performance.
- Assigning oversight responsibility to an ESG Steering Committee or designated officers.
- Reporting to the Board and shareholders annually on ESG performance against its goals.
- Conducting audits, reviews and assessments to identify areas for improvement.

8. Continuous Improvement

RPL recognizes that sustainability is a dynamic process. The ESG Policy will be reviewed and updated periodically to reflect emerging best practices, regulatory changes, and stakeholder expectations.

9. Communication

This policy shall be communicated to all staff, contractors, and relevant stakeholders. It will be made publicly available via the RPL website and other appropriate channels.

RPL will implement a Whistleblower Policy to provide a safe, anonymous channel for staff to report safety or environmental breaches.

10. Policy Review

This ESG policy will be reviewed after three (3) years of its approval and will be updated periodically or as necessary to ensure its relevance and effectiveness in meeting RPL's sustainability goals.

APPROVED BY THE BOARD:

DATE: October 2026