

To Our Business Partners:

Our Company Values form the foundation upon which our company was started and the standards to which each Director, officer and employee of Diversified Energy Company plc (“**Diversified**” or “**the Company**”) is expected to adhere. These values instruct and inspire us to deliver positive contributions in our daily actions with responsibility and professionalism. In doing so, we safely and efficiently produce reliable energy to meet our customers’ needs and satisfy the expectations of our communities and other stakeholders. As we hold ourselves to these high standards, it is only fitting that we seek the same from our external business partners, which includes our consultants, outsourced providers, subcontractors, vendors and suppliers (collectively, our “**Business Partners**”).

To that end, we have created this Business Partners Policy to explain the standards we expect our Business Partners to likewise adhere to in their business activities with the Company. We expect each of our Business Partners to be informed of and share Diversified’s commitment to these standards. This policy outlines key focus areas but is not a comprehensive statement of all standards our Business Partners are expected to follow in working with Diversified. For our non-US Business Partners, additional requirements may apply based on the country of operation.

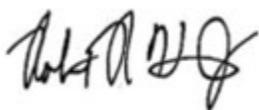
We value the professional relationships we have with our Business Partners and we commit to the following:

- ❖ [Train Business Partner representatives on this policy to ensure a complete understanding of our commitment and expectations to engage in ethical practices;](#)
- ❖ [Provide a safe and healthy working environment across our operations that includes verification of adherence to the same;](#)
- ❖ [Foster collaborative working environments to leverage an enhanced value proposition for all parties; and](#)
- ❖ [Promote open, honest and transparent business communications and transactions.](#)

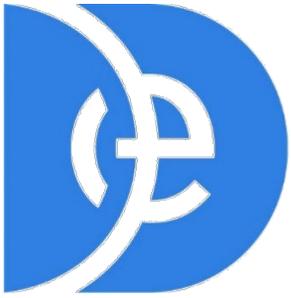
Our aim is to establish mutually beneficial relationships with our Business Partners. At the same time, we encourage our Business Partners to set similar expectations with their own external business partners and expect our Business Partners to cooperate with any efforts by Diversified to ensure compliance with this policy. To that end, Diversified reserves the right to conduct audits, whether using Diversified or third-party personnel, to assure compliance with our expectations. Additionally, 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.

Thank you for being a valued partner that shares our commitment to doing what is right and thank you in advance for your adherence to these expectations.

Sincerely,



[Rusty Hutson, Jr.](#)
[Co-Founder and Chief Executive Officer](#)



DIVERSIFIED
energy

BUSINESS PARTNERS 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.

LEGAL COMPLIANCE

We operate within the spirit and letter of the law, maintaining high ethical standards wherever we conduct business, and we expect the same of our Business Partners. Business Partners and their employees must understand how these standards and the laws within their operating jurisdictions apply to their work on behalf of Diversified. No Business Partner has the authority to require or request that any of their employees or anyone else violate these standards or any law or regulation.

HEALTH & SAFETY

We are committed to providing a safe and healthy working environment for our employees and subcontractors. To do so, Business Partners must comply with all applicable health and safety laws, rules, regulations and industry standards and in particular when interacting with Diversified personnel or present on Diversified's properties. We expect our Business Partners to be committed to and support the improvement of the health and safety of their own operations, employees and the surrounding community. Our Business Partners are expected to dedicate appropriate financial resources and take all reasonable and necessary actions to prevent accidents and injuries, analyze and minimize health and safety risk exposure, protect their physical assets, ensure business continuity and engender public trust. While prevention and protection are the ultimate goal, Business Partners should be adequately trained and prepared to respond in the event a safety incident does occur. Therefore, we will seek to engage Business Partners that have adequate emergency preparedness and response plans for safeguarding their employees, operations and security of supply in times of natural or other unforeseen events.

ENVIRONMENTAL SUSTAINABILITY

As part of its long-standing and proven business model, Diversified's daily actions are intentionally aimed at demonstrating its commitment to environmental stewardship and sustainability. We are committed to reducing the impact of our operations by investing in our processes, equipment and capabilities. As we expect of our own employees and business operations, we also expect all Business Partners to comply with all applicable environmental laws, rules and regulations. Business Partners are equally expected to promote a culture that values the environment and seeks to use resources responsibly, preserve the environment and reduce the environmental footprint of their operations.

RESPECTING HUMAN RIGHTS

Our Human Rights Policy Statement communicates Diversified's support for the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We recognize that it is the sovereign state's duty to protect against human rights abuses by establishing and upholding appropriate laws and policies. We also recognize that some states do not have adequate legal and regulatory frameworks or enforcement mechanisms or have laws that conflict with these internationally recognized human rights. Wherever this is the case, we are committed to doing the right thing by respecting human rights in every aspect of our business operations. As such, we expect our Business Partners to commit to avoid causing or contributing to adverse human rights impacts, and to remediate any adverse impacts that we may cause or to which we inadvertently contribute.

NO CHILD LABOR

The UN openly states that "Child Labour is a form of exploitation that is a violation of a human right." This exploitation can be further viewed as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: (1) is mentally, physically, socially or morally dangerous and harmful to children; and (2) interferes with their schooling by: (a) depriving them of the opportunity to attend school; (b) obliging them to leave school prematurely; or (c) requiring them to attempt to combine school attendance with excessively long and heavy work. Diversified is committed to ensuring that we are in no way involved or associated with child labor or exploitation. Business Partners also must not permit the exploitation of children in their business processes.

NO FORCED LABOR

Diversified maintains a zero-tolerance approach to all aspects or forms of modern slavery and shall apply this approach in all areas of our operation. Like child labor, Diversified is committed to ensuring that we are in no way involved or associated with forced or involuntary labor, including but not limited to modern slavery, human trafficking or domestic servitude. Employment must be voluntarily and freely chosen, and no worker should have to pay for employment nor be indebted or coerced to work. We expect our Business Partners to strictly adhere to the avoidance of forced labor employment practices.

FAIR LABOR PRACTICES

Business Partners must comply with all applicable wage and hour laws, including minimum wage, overtime, maximum hour rules, meal and rest periods, and to provide legally mandated benefits. Where local industry standards exceed applicable legal requirement, Business Partners are encouraged to provide wages that meet the higher local industry standards. In addition, we expect that Business Partners will not use wage deduction as a disciplinary measure.

NO DISCRIMINATION

Diversified is an Equal Opportunity Employer, and our management team is committed to ensuring equal employment opportunities with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits and employee activities. We expect our Business Partners to represent the same.

Discrimination by Business Partners on the basis of actual or perceived race, color, religion, alienage or national origin, ancestry, citizenship status, age, physical ability or disability, language, gender, marital status, pregnancy, present military or veteran status, sexual orientation, gender identity, medical condition, or any other legally protected factor will not be tolerated. Business Partners must not discriminate in their hiring and employment practices (e.g., pay/promotion) and must follow all employment laws. Employment decisions must be based on performance and merit, skills, and work experiences.

NO COERCION, HARASSMENT OR PUNISHMENT

In keeping with our first Company Value to “Value the dignity and worth of all individuals,” Business Partners must ensure that all persons are treated humanely, respect their dignity and privacy, prohibit torture or other cruel inhumane or degrading treatment, sexual exploitation and abuse or violation or discrimination. Business Partners are expected to have systems in place to prevent, detect, and resolve unacceptable worker treatment such as harassment, inappropriate use of discipline, discrimination, physical or mental punishment, or other forms of intimidation or abuse (e.g., physical abuse, threat of abuse, sexual or other harassment, verbal abuse, any type of corporal punishment, or other forms of mental and/or physical coercion as a form of discipline). As noted above, we expect that Business Partners will not use wage deduction as any form of punishment or other disciplinary measure.

PREVENTING BRIBERY & CORRUPTION

Diversified takes a zero-tolerance approach to bribery and is dedicated to upholding all laws relevant to countering bribery and corruption, including the Bribery Act 2010. Likewise, Business Partners must conduct business with integrity and in full compliance within all applicable bribery and corruption laws. Business Partners must not give or agree to give (whether directly or through a third-party), offer, or receive anything of value (whether monetary or otherwise) to influence the behavior of the recipient or any other person in order to obtain an improper benefit or advantage. Business Partners are expected to respect and comply with the strict limitations within Diversified’s Anti-Bribery Policy with regard to the giving or receipt of gifts, entertainment, and gratuities.

EMPLOYEE & DATA PRIVACY

Business Partners must respect the privacy of their employees as well as the privacy of Diversified employees and stakeholders. When conducting business with the Company, Diversified expects Business Partners to properly protect corporate and personal data and process it only in accordance with Diversified's instructions and only for the purpose for which it was provided. Diversified further expects all Business Partners to train their employees to ensure they understand all requirements and their personal responsibilities for protecting all Diversified corporate and personal data. We do not trade, sell or lease personal information entrusted to us.

SPEAKING UP

If you see something, say something. Our Company Values clearly set out, in part, that "we will conduct our business and deliver value to our stakeholders based upon ethical standards and beliefs which act with personal and business integrity, commit to excellence in performance, and exhibit courage of convictions." We encourage Business Partners and employees of Business Partners working with Diversified employees or on Diversified's properties to report suspected violations of the law or Company policies to our toll-free Compliance Hotline, which is staffed 24 hours a day, seven days a week by an independent third-party and includes, where permitted by local law, an anonymous way to report concerns. Diversified is committed to reviewing all allegations of wrongdoing through thorough, impartial and fact-based investigations and following up with the reporting party in due course. Proper investigation is essential to promoting a culture of integrity, reducing the likelihood of incidents occurring and increasing willingness to proactively raise concerns. Retaliation for raising concerns in good faith will not be tolerated.

Phone

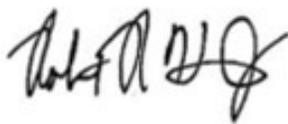
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In Writing

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