

DIVERSIFIED
energy

MODERN SLAVERY 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 (“**the Company**”) recognizes that modern slavery is a significant global human rights issue and has many forms including human trafficking, forced labor, child labor, slavery and domestic servitude, debt bondage, people trafficking, deceptive recruiting for labor and workplace abuse. We are committed to respecting internationally recognized human rights, including ensuring that we are in no way involved or associated with the issue of forced or involuntary labor and that modern slavery and human trafficking are not taking place in any part of our business. Importantly, we do not operate in jurisdictions characterized by modern slavery, conflict or lack of security.

To achieve this, we commit to:

- Respect fundamental labor rights and international labor standards, as set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights;
- Avoid causing or contributing to adverse human rights impacts, and to remediate any adverse impacts that our operations may contribute; and take all feasible steps so that our operations are not linked through our business relationships to adverse impacts on human rights;
- Engage meaningfully with and obtain perspective and broad support from communities impacted due to our operations;
- Ensure that stakeholders and communities have access to a transparent and fair non-judicial project-level grievance mechanism which operates in a timely and predictable manner;
- Promote principles of equal opportunity for all groups, including women and minorities as a distinctive element of our integrated, diverse and inclusive company; and
- Ensure our employees remain well-informed on the Company’s position on modern slavery to facilitate application of the policy in their interactions with all external business partners.

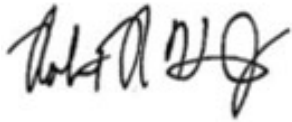
We maintain a zero-tolerance approach to all aspects of modern slavery and shall apply this policy in all our operations. In addition, we expect our contractors and business partners to respect human rights and adhere to this policy. Our relationships with our suppliers and contractors and monitoring of their practices for modern slavery indicators allow us to better understand our modern slavery risks. Therefore, we periodically evaluate our supply chain to understand the highest risks to workers and prioritize our efforts. That evaluation begins with our stewardship survey within our contractor risk management database platform which aims to document and understand the contractors’ adherence to state and federal operating and labor standards. We look for modern slavery indicators that can suggest heightened risk, such as restriction of worker movement or mandatory overtime, while informing our efforts to respond to those risks.

We recognize that voicing concerns on this topic can be difficult. To facilitate the reporting process, we provide access to our compliance hotline, available 24 hours per day, 7 days per week and hosted by an independent, third-party vendor. Interested parties may access the compliance hotline at 1-800-261-9132 or online at compliance.dgoc.com.

Interested parties may also report concerns directly to Company’s General Counsel at: Diversified Energy Company Plc, Office of General Counsel, 414 Summers Street, Charleston, West Virginia 25301.

This statement applies to all operations of the Company as defined in our Annual Report, which may be found on our website, and has been approved by the Company's Board of Directors (the "**Board**"), in compliance with the UK Modern Slavery Act.

The Board recognizes its responsibility for ensuring that this policy is implemented while acknowledging that every employee is responsible for the daily application of our zero-tolerance approach to modern slavery. The Board recommends that this policy be read in conjunction with our separate Employee Relations, Human Rights and Business Partners policies which may also be found on our website.

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
August 10, 2023