



SOCIAL RESPONSIBILITY AND ENVIRONMENTAL POLICY

Corporate Policy Manual

Entity: EMES Ventures Inc.
Applicable to Oil & Gas Operations
Issued by: Board of Directors
Effective Date: June 23rd, 2024
Version: 2.1



1. Purpose

The purpose of this Social Responsibility and Environmental Policy is to define the principles that guide EMES Ventures Inc. in conducting its business activities in a responsible, ethical, and sustainable manner.

The organization recognizes that its operations, particularly in the energy sector and in collaboration with public institutions, may generate social and environmental impacts. Through this policy, EMES Ventures Inc. commits to managing such impacts responsibly and to promoting practices that contribute to long-term sustainability, ethical conduct, and environmental stewardship.

This policy reflects the organization's commitment to responsible business practices and its intention to balance economic objectives with social well-being and environmental protection.

2. Scope

This policy applies to all operations, projects, partnerships, and business relationships of EMES Ventures Inc.

It applies to employees, directors, contractors, consultants, and third parties acting on behalf of the organization.

The principles established in this policy shall inform decision-making in commercial, operational, strategic, and governance processes.

3. Commitment to Responsible Conduct

EMES Ventures Inc. is committed to conducting its activities in a manner that reflects integrity, transparency, and accountability.

The organization recognizes that responsible conduct supports trust, stability, and sustainable relationships with stakeholders.

The company shall strive to avoid actions that may adversely affect individuals, communities, or ecosystems and shall seek to contribute positively to the environments in which it operates.

4. Social Responsibility

EMES Ventures Inc. acknowledges its responsibility to operate in a manner that respects human dignity and promotes fairness and inclusion.

The organization supports equal opportunity and respectful engagement in its workplace and external relationships.



It promotes professional conduct and ethical behavior and encourages collaboration with stakeholders.

The organization seeks to maintain constructive relationships with employees, partners, suppliers, clients, and communities.

5. Community Awareness

The organization recognizes that its activities may intersect with broader social contexts.

EMES Ventures Inc. shall consider the potential implications of its operations and seek to avoid practices that may negatively affect local environments or social stability.

Where appropriate, the organization shall support responsible engagement that contributes to sustainable development.

6. Health and Safety Considerations

EMES Ventures Inc. acknowledges the importance of safeguarding the well-being of individuals involved in its activities.

The organization promotes awareness of health and safety considerations and encourages responsible operational practices.

Protection of individuals is recognized as a core element of responsible business conduct.

7. Environmental Stewardship

EMES Ventures Inc. recognizes the importance of minimizing environmental impacts.

The organization commits to supporting practices that promote environmental protection and resource efficiency.

Operational decisions shall take into account potential environmental consequences where relevant.

8. Resource Efficiency

The organization encourages the responsible use of materials and resources.

It supports practices that contribute to efficiency and responsible management of operational inputs.

9. Compliance with Environmental Requirements

EMES Ventures Inc. shall seek to comply with applicable environmental laws and regulations.

Compliance is considered a baseline requirement for responsible conduct.

10. Sustainable Development

The organization supports approaches that balance economic objectives with environmental and social considerations.

It acknowledges the importance of contributing to sustainable progress in the energy sector.

11. Responsible Partnerships

EMES Ventures Inc. recognizes that responsible practices extend beyond internal operations.

The organization promotes ethical and environmentally aware conduct throughout its value chain.

It seeks to collaborate with partners who share similar commitments.

12. Stakeholder Engagement

EMES Ventures Inc. promotes respectful engagement with stakeholders.

The organization recognizes the importance of understanding expectations and maintaining open communication.

13. Governance

Social and environmental considerations shall be integrated into decision-making processes.

Management is responsible for promoting alignment with this policy.

14. Continuous Improvement

The organization commits to periodic review and enhancement of its practices.

It acknowledges that expectations evolve over time.



15. Transparency

EMES Ventures Inc. supports transparency in its approach to social and environmental considerations.

16. Alignment with Public Sector Expectations

Where relevant, the organization shall seek to align with the expectations of public-sector partners such as PEMEX.

17. Compliance

Failure to adhere to this policy may result in disciplinary action or contractual consequences.

18. Effective Date

This policy becomes effective upon approval by the Board of Directors.