

# Bankers Petroleum Albania Ltd.

## Sustainability Report 2023



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# Sustainability at Bankers

**Sustainability at Bankers is about creating value throughout our operations and setting a strategy to transition our business to net-zero emissions**

- 1. Letter from our chief executive officer**
- 2. Our sustainability frame**
- 3. Our performance**



## Letter from the CEO



**Huanqin Xiao**  
CEO & General Director

Throughout Bankers existence our main job has been to improve our performance by minimizing our impact on the environment and communities and at the same time increase our production. As we invest in what we judge is needed today, our target to become a sustainable upstream production and exploration business with net-zero emissions is at the core of our strategy. We are starting to make good progress, within 2023 we have implemented energy saving projects and we reduced carbon emissions from our operations compared to year 2022 when we started calculating our GHG emissions for the first time. Every year we generate jobs, revenues and taxes in Albania. In 2023, we had 490 employees and spent about \$117.5 million on goods and services, 62.6% of which we purchased locally in the country. We paid more than \$49 millions to government in taxes.

We respect human rights in our business and work hard to ensure that our business partners and supply chain follow the same principles.

### **Respecting nature**

Looking forward is about respecting nature – the loss of our natural environment and climate change are interconnected and need to be tackled together. Water, energy usage, waste and GHG emissions and air quality: These are the areas we focus on in our commitments to respect nature.

We are working to reduce waste from our operations and to avoid waste to landfill, increase recycling, find new technologies for waste disposal and reduce our environmental footprint. In 2024 we should be able to produce for the first time crude oil coming from waste generated from oil production operations, through thermal desorption technology, creating a permanent solution for this kind of waste.

### **Safety as our core value**

We continue to make progress in safety across our operations and within our industry, it is the most important thing when we consider new developments. We want zero accidents and need all our employees and contractors to go home safe at the end of their shift. Our progress in safety continues, we have less motor-vehicle accidents than in previous years, less lost time incidents, reduced the total volume of crude oil spill incidents compared to previous years and we have not had any fatalities connected with our operations in 2023. We will continue to focus on improving our safety culture as something that will have great impact in improving our operations.

Finally, on a personal note, I am proud to be sharing with you this, the first Bankers Petroleum Albania Sustainability Report. This report shows what we have achieved so far in our work to be a sustainable business. We know there is much more to do, but we are working to create a framework to improve and transform the way we are doing business. We aim to do this work responsibly, to make a positive difference.

**Huanqin Xiao**  
CEO & General Director  
January 2024

## Our Sustainability frame

### **Bankers Petroleum Albania Ltd at a glance**

Bankers is the largest crude oil exploration and production company in Albania operating the biggest oil field in continental Europe. It's operations are located in Patos-Marinza field, with main offices located in the city of Fier. The company has been operating the field since year 2004, but the oil production activities on this field are dated back to 1930s. Bankers took the field after nearly 80 years of production practices from previous operators, who operated the field with very low environmental standard creating a major land and water pollution. We started rehabilitating the land and set a new standard in environmental, health and safety management, as well as in the approach to the communities near our field.

### **Sustainability at Bankers**

It is our strategy to lower our emissions until we become a net-zero emissions business in compliance with international government agreements, always with the purpose of profitably, while maintaining a continuous supply of product to the market.

Sustainability comprises: generating value, achieving net-zero emissions, powering people, and respecting human rights and nature. It is a strategy that integrates sustainability with our pursuit of value through high performance. We expect our employees and contractors to maintain focus on safety and abide by our core values of honesty, integrity and respect for people. We are working to have sustainability as our core value, embed it in our decision making systems and culture.

### **UN Sustainable Development Goals**

We strive to play our part in helping the government and society achieve the UN's 17 Sustainable Development Goals (SDGs). The goals are considered in this report and for our future developments. We believe the actions we take as part of our progress strategy can help directly and indirectly contribute to all 17 of the SDGs. How we are contributing to these SDGs can be found throughout this report.

### **Sustainability governance**

We have comprehensive governance structures, along with performance standards and other controls. These include the general business principles, the code of conduct, and our health, safety, security, environment and social policies and performance checks. These influence the decisions we make and our actions.

The health, safety, environment and social departments assist the Board in reviewing the policies, practices, targets and performance, with respect to safety, environment including climate change, and broader sustainability.

Quarterly performance meetings are held and topics discussed in depth by senior management for safety, environmental, social and company's issues.

Also reviews are made on wider matters of public concern such as waste, emissions, the flaring of natural gas, water usage, human rights, diversity and inclusion. The company engages with external stakeholders on matters relating it's activities impacts and solutions and gaining valuable insights on how we are perceived.

## Our Performance



Health and safety training hours in 2023: 2200 hours completed for employees and contractors.



Serious Injury incidents per 1 million working hours in 2023: 0.35.



Environmental spill incidents over 100 liters in 2023 from the company and contractors were: 45. BPAL 40 and Contractors 5.



Total scope 1 and 2 greenhouse gas emissions for 2023 as CO<sub>2</sub> equivalent have been: 346.8 thousand tonnes of CO<sub>2</sub>e.



Total scope 3 greenhouse gas emissions for 2023 as CO<sub>2</sub> equivalent has been: 1581.5 thousand tonnes of CO<sub>2</sub>e.



Carbon Intensity per unit of production for 2023: 0.66 tonnes per 1 tonne of production



Grievances filed and solved for 2023: 38



Investment in communities for 2023: \$216 thousand



Spent on goods in Albania for 2023: \$9.96 million



Spent on goods internationally for 2023: \$34.3 million



Women in supervisory and management positions: 23.6%



Overall calculated flared gas decreased to 7.648 million m<sup>3</sup> in 2023.



Total Taxes to Government in 2023: \$49.3 million



Sustainable livelihoods: Paid a fair wage to national employees with company's average being 96% higher than Albania average in 2023.

# Our Approach to Sustainability

**Our aim is to continue to make a difference for our people and for the economy of Albania. We are working to embed sustainability in our culture and decision making process**

4. Business code of conduct
5. Safety
6. Our people
7. Our policies and practices
8. Environment



## **Business code of conduct**

Bankers Petroleum Ltd. (“Bankers”) Business Code of Conduct has been adopted by the Company’s Board of Directors and constitutes the Company’s primary behavior guide for all Bankers employees. It incorporates our basic standards of ethical and legal behavior, provides emphasis to our commitment to ethics and compliance with the law, and alerts employees to critical issues, which require consideration and caution. The Code of Conduct is also designed as a preventive tool—to help prevent and detect violations of the Company’s policies and the law.

The Company’s Board of Directors and its management are committed to the principles expressed in the Code of Conduct, and all of us must conduct ourselves in conformance it.

We will not conduct business where the business environment is such that operating in an ethical, legal way is not possible. This applies to relationships with customers, contractors, government representatives, partners and vendors. Profitability is not more important than the reputation and good will of Bankers.

## **Communications**

Bankers is committed to conducting business in an open and honest manner. All communications, whether internal or external, should be accurate and forthright. These communications may include, but are not limited to, general internal reports and memoranda, advertising, media broadcasts, marketing, sales brochures and illustrations.

The Company will provide accurate information when promoting its products and services. Misleading, false, or exaggerated claims concerning our products and services, or those of our competitors, are unacceptable. These same principles must be adhered to when responding to inquiries from customers, fellow employees, the media, regulatory agencies and stockholders.

The publication or circulation, either internally or externally, of any oral or written statement that is false, derogatory, malicious or defamatory of any other person, and in particular Bankers’ competitors, is prohibited.

## **Conflicts of interest**

Employees must not engage in, or give the appearance of engaging in any activity involving a conflict, or reasonably foreseeable conflict, between personal interests and those of the Company. Any outside employment or outside business involvement by a Company employee must be made known by the employee to his or her supervisor.

## **The board of directors**

The Board of Directors represents the interests of the company’s shareholders and take key decisions in the best interest of the company. The board’s primary responsibility is to oversee the company’s management and ensure that it is acting in the best interests of the shareholders. The board is responsible for setting the company’s strategic direction, approving major corporate decisions, and monitoring and approving the company’s financial performance and structure. The board also has a fiduciary responsibility to ensure that the company is being run in a legal and ethical manner. The board is responsible for ensuring that the company complies with all applicable laws and regulations, and that it is conducting its business in an ethical and socially responsible manner.



## Safety

Bankers will conduct its business in a manner that avoids harm to people and respects the environment. It is committed to continuous improvement toward zero incidents through a Health, Safety and Environment (HSE) Management System and in compliance with all applicable safety, health and environmental laws and regulations. This commitment extends to initiatives undertaken to reduce and eliminate injuries in the workplace and pollution prevention.

Bankers is committed to transparency and will communicate our health, safety and environmental goals to the communities where we operate, to our customers, to all other stakeholders. The Company will maintain a systematic process, which implements pollution preventive measures precluding the release of hazardous substances into the environment.

Safety and environmental protection is a condition of employment for all Bankers employees. They are accountable for their own safety and the safety of those around them. No deviations from Company safety practices or procedures are permitted without the approval of the appropriate Company personnel or government regulatory agency.

Employee violations of applicable legal requirements or corporate policies related to health, safety and environment, or the intentional failure to prevent violations or take reasonable corrective action are unacceptable and will be subject to appropriate disciplinary action, including termination.

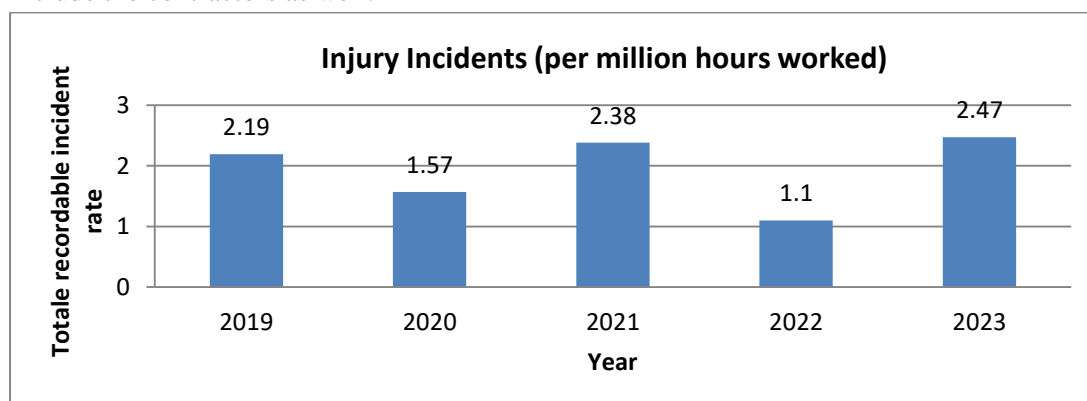
### Safety culture

Although we have made steps toward reducing our incidents compared to the last years, to further improve we need our safety culture to improve and we are working to achieve this kind of improvement.

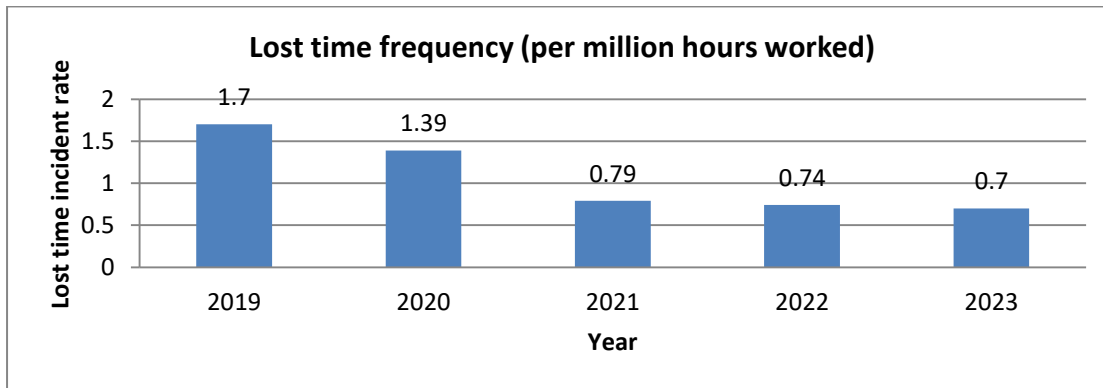
Showing interest in how the work is undertaken by the workforce and acting on concerns raised by our employees can help us foster a learning culture instead of a punishment culture that is counter-productive in the long term. Through inclusion and diversification we can help people speak up about safety concerns in their day to day jobs.

### Personal safety

Despite efforts we recorded an increase of 124.5% in our total recordable incident rate compared to last year, the cause of this raise has been the increase of medical treatment incidents. This figures include the contractors as well.



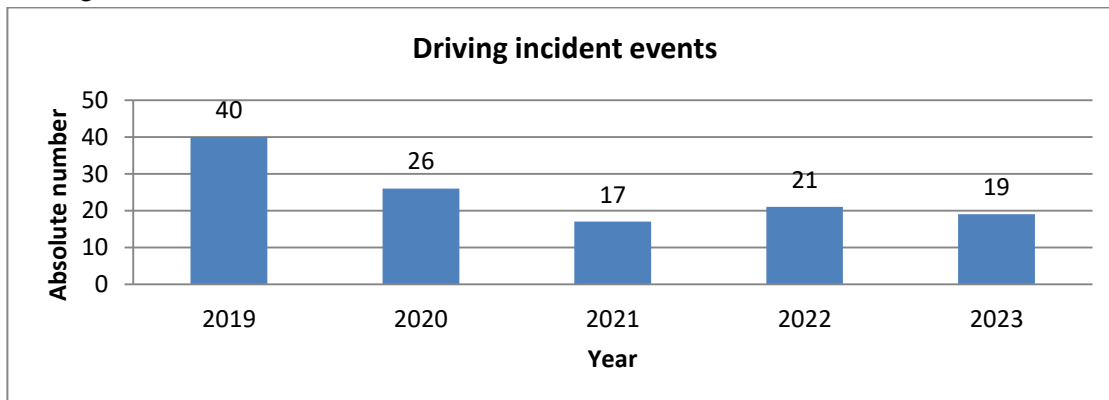
Our lost time incidents frequency has decreased by 0.04 compared to previous year!



The reporting and recording as well as corrective actions of all incidents helps us to focus our efforts to prevent serious injuries and fatalities.

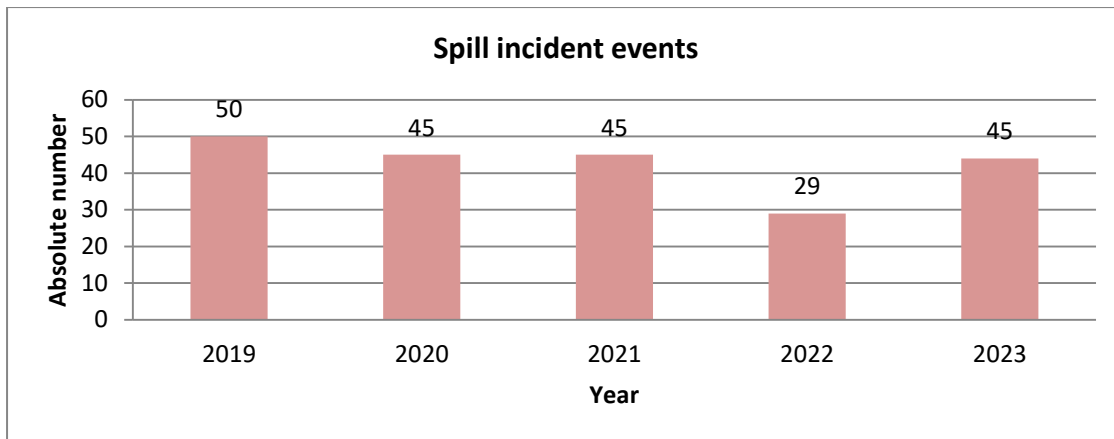
### Driving safety

Driving incidents is one of the highest numbers we have recorded for 2023 compared to other incidents. We have had a total of 19 motor-vehicle incidents recorded with no health and safety consequences of the driver or passengers. We are tackling this by enforcing road speed limits, educational training such as defensive driving and as one of the main topics in health and safety meetings.



### Spills

There are programs in place to try minimize the number of spill as well reduce the quantity of lost product. The volume of the operational spills over 100 liters was 310 m<sup>3</sup> in 2023, an increase by 220 m<sup>3</sup>. The total number of spill recorded over 100 liters in 2023 was 45. All recorded spills were operational. We have made progress in preventing and reducing the volume of spills over many years by changing working procedures, risk assessments and incident investigations.



### Our people

In 2023 BPAL employees completed more than 2200 hours of in house training and more than 100 employees have been trained by third parties for compliance and gaining new skills! This learning takes place within a development frame applicable to all employees which covers safety technical depths and future needs for skills. Our training plans include as well a compliance training that is mandatory for the employees to maintain their skills and to be in conformance with the regulations. We help increase the number of skilled people in the region of Fier by delivering high quality training through third parties or through internal resources. The in house training is offered to contractors as well due to the lack of training from their direct employer with the purpose to improve their abilities.

### Our policies and practices

Through our policies we set our direction and how we manage environmental and social impact of our activities. Our policies require us to engage with stakeholders to get their feedback of the impacts of our activities and mitigation measures to reduce or avoid the impacts. We will be reviewing and updating our policies in order to embed sustainability in them and change our way of working.

### Environment

Bankers environmental policy is established through relevant elements of our code of conduct, our responsibility and how we think is best to represent our values. The policy is supported by the management and CEO of the company, it is supported by our commitment to environmental performance and internal requirements and guidance.

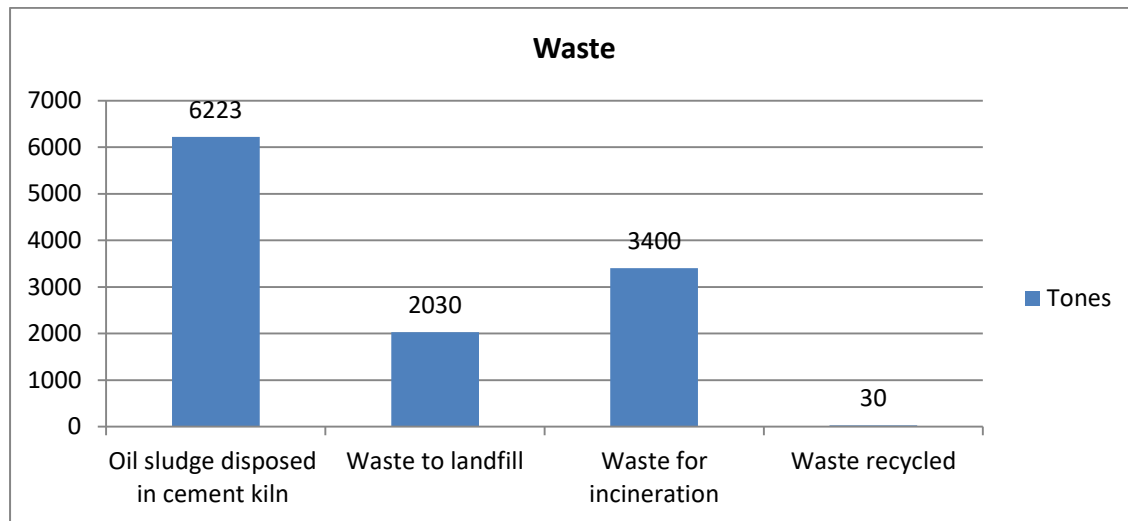
### Biodiversity and protected areas

We are committed not to develop any new projects in areas that are classified as protect by the state of Albania, areas of natural interest or in the UNESCO world heritage sites. At the current sites we operate there are not such areas. Our oil field is situated in an area heavily impacted by historic oil production operations that used to be marshland that was dried before 1960s. Compared to previous operators we have our production wells on dedicated leases with adequate boundaries that do not let any contamination resulting from a spill to reach adjacent land.



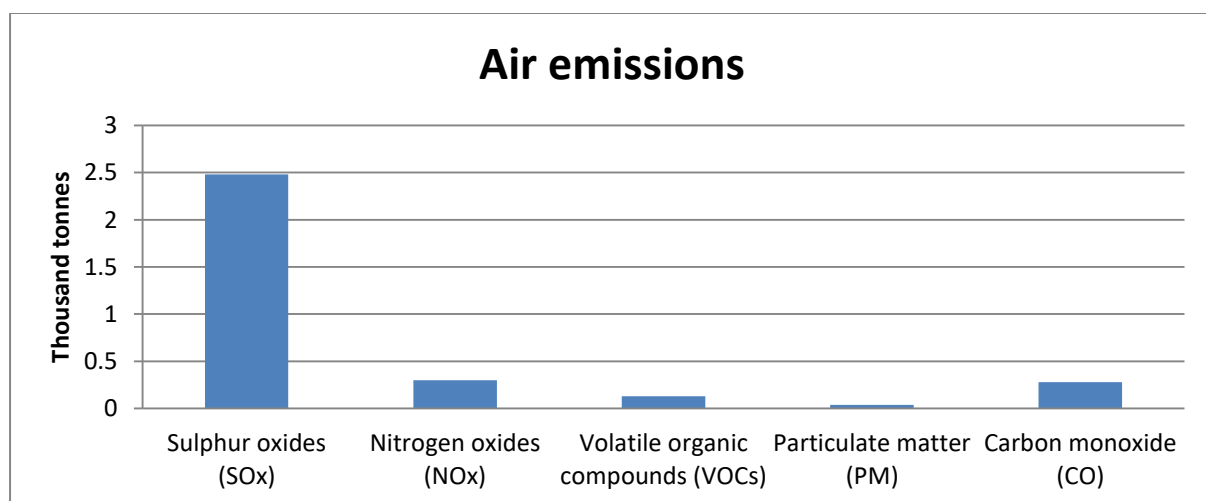
## Waste

In terms of waste we have the goal of avoiding, reducing and reusing any waste resulting from our operations. In 2023 we disposed to landfill 2017 tonnes of municipality waste, approximately 13 tonnes of oil contaminated waste, 30 tonnes of plastic and cardboard was sent for recycling, 2.6 tonnes of municipality waste was sent to incinerator site. In 2023 we have estimated to have incinerated in our waste management site 3397 tonnes of oil contaminated waste and 6223 oil sludge was disposed in cement kiln. 2023 was the first year that waste was sent to landfill



## Air emissions

We monitor our air emissions and where possible, put measures in place to reduce potential impacts of our operations in the local communities and the environment. Our total air emissions for year 2023 in thousand tonnes are shown in the graph below. We have had a reduction of scope 1 emissions that has been attributed to the further electrification of the production wells and reduction of diesel use.



## **Water**

We actively manage our fresh water demand in the Patos-Marinza oil field that is classified as high level of water stress based on the World Resources Institute's Aqueduct Water Risk Atlas. Our main volumes of water are used for mixing with dry polymer and we are looking into a technology to be able to reuse production water for polymer mixture in order to avoid the use of fresh water.

# Getting To Net Zero

9. Net-zero ambition
10. Managing greenhouse gas emissions
11. Protecting environment
12. Air quality



## Net –Zero ambition

These last years events in the world and Europe such as covid-19 and Ukraine war have had a very high impact on the cost of living and energy crisis in Albania. This shows that affordable and lower carbon energy is paramount to the future and is the direction to work on! Worldwide the carbon emissions despite the governmental regulations and public pressure have continued to increase since Paris agreement in 2015 beside year 2020 that was impacted from the lock-down due to covid-19 situation.

The transition to a low carbon world requires a range of technologies to lower emissions, to reduce electricity usage, carbon capture use and storage. We aim for a 30% decrease of our scope 1 and 2 emissions related to oil production operations by 2030.

We believe our ambition and aims are consistent with the goals of Paris agreement to limit the temperature rise to 2°C (that was recently updated to 1.5°C) above pre-industrial levels and of course to achieve net zero by 2050. We are setting a path to make positive contribution to achieve the Paris agreed goals and to follow the regulations set by the government of Albania.

We aim to increase our investment in technologies in order to reduce scope 2 emissions, reduce fresh water usage through a produced water treatment system to reuse production water, find new solutions to waste streams and 0 waste to landfill.

There are many ways we can contribute to help the country get to net zero as one of the industry leaders in country, and these include being a leader in this industry in Albania for the transparency of our reporting, advocate for policies in Albania that support net zero and using the company's influence with trade associations, low carbon collaboration and support others in their journey to decarbonisation.

Becoming a net-zero emissions business means that we need to reduce our emissions from our productions operations, it means producing a low carbon intensity crude oil product for the market. As well it means capturing and storing any remaining emissions using technology, protecting natural carbon sinks and provide carbon credits to other partners such as cement factories in order to compensate for hard to abate emissions.

We follow the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard, which defines three scopes of greenhouse gas emissions:

1. Scope 1: Direct greenhouse gas emissions from sources under BPAL's operational control.
2. Scope 2: Indirect greenhouse gas emissions from the generation of purchased energy consumed by BPAL assets under operational control.
3. Scope 3: Other indirect greenhouse gas emissions, including emissions associated with the use of products sold by BPAL.

Scope 3 emissions from the product we sell account for most of the total emissions we report.

In world heading to net zero we are best positioned for success in Albania aiming as well for net zero.

### Assessing climate-related risks

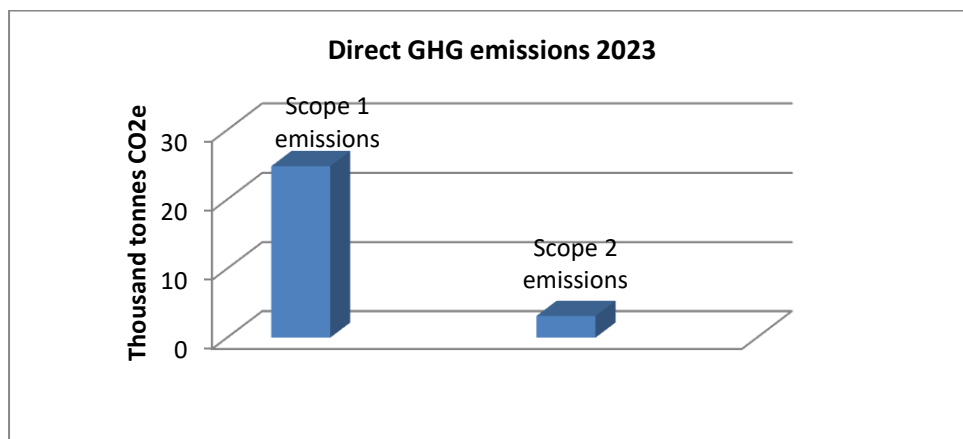
We have identified climate change and the associated energy transition as a material risk. The risk could potentially result in changes to the demand for our product, our operational costs, supply chains, markets, the regulatory environment, our licence to operate and litigation.

As our operations face the potential physical impacts of climate change, it is important for us to manage. We will start to take climate variability into consideration in the design and operation of our assets and infrastructure to minimise the risk of adverse incidents to our employees and contractors, the communities where we operate, and to our equipment and infrastructure.

### Absolute emissions performance

In 2023 our total combined scope 1 and scope 2 absolute greenhouse gas emissions from assets and activities under our operational control, were 27.956 thousand tonnes on a CO<sub>2</sub> equivalent basis. Our scope 3 emissions were 1581.5 thousand tonnes of CO<sub>2</sub> equivalent.

Scope 1 direct and Scope 2 indirect GHG emissions (operation boundary) (ThtCO<sub>2</sub>e)

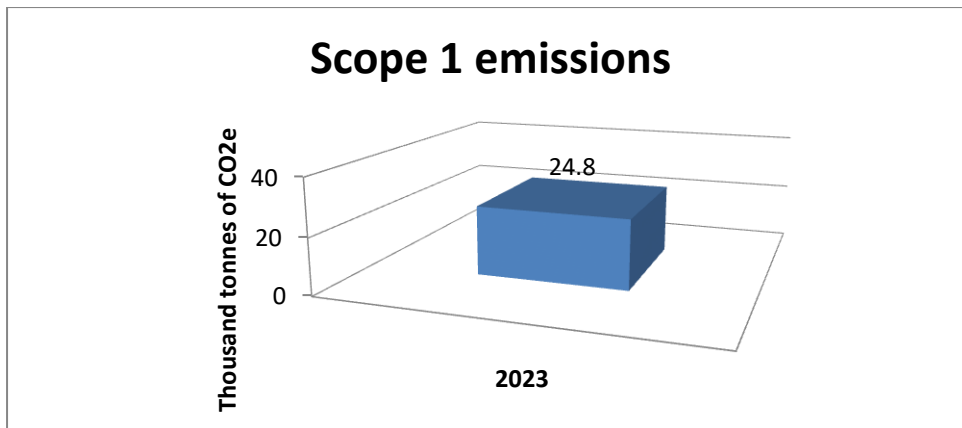


### Managing greenhouse gas emissions

#### Greenhouse gas emissions performance

In 2023, our total combined Scope 1 and 2 absolute greenhouse gas emissions (from assets and activities under our operational control) were 27.956 thousand tonnes on a CO<sub>2</sub> equivalent basis. Our Scope 3 emissions were 1581.5 thousand tonnes of CO<sub>2</sub> equivalent.

Our evaluated direct (Scope 1) greenhouse gas emissions are shown in the graph below for 2023.



### Energy efficiency

In 2023, we implemented a variety of measures to reduce the energy use and increase the energy efficiency of our operations such as:

The reduction of electricity in EOR, according to the initial project design, the energy saving in EOR operations would be between 10-12%, but with other changes that were made and continue to be made, it has been increased to more than 20%. The cost of power consumption per m3 polymer solution injected has been reduced by 17% (in 2023)

Were stopped:

- More than 10 mission pumps
- Automation of 2 injection pumps
- PSU300 at M32A
- Relocation of injection pumps

Although many changes have been made to the polymer dilution process, the purity of the water and the quality of the solution remain unchanged.

From the changes equipment that resulted of no use were reallocated to other process.

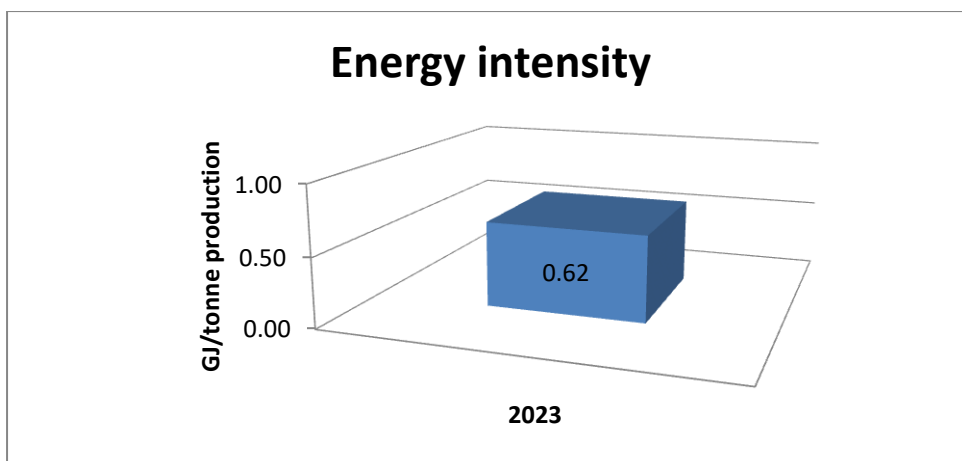
Converted MH floodlights to LED floodlight: This project gives several benefits in energy saving and cost saving! Energy saving: A LED floodlight 150W can replace MH floodlight 400W, so the energy saving for each floodlight is 250W (0.25kW). We have replaced in total 795 MH floodlights and this project estimated to save: 66680.6kWh/month or 797981.25kWh/year

The project was completed in November 2023 and estimated to reduce 1% of yearly consumption in PM oilfield.

We used field gas to power generators and produce electricity with gas that otherwise would be flared, this has contributed nearly 8% to our total electricity consumption for 2023. Energy consumption from the grid is 82663 MW and the gas generators have produced 72581 MW.

Beside the above we have completed minor changes as well that have lowered consumption and increase efficiency. In the coming year we will be conducting energy audit of operations in order to further lower consumption and increase efficiency.



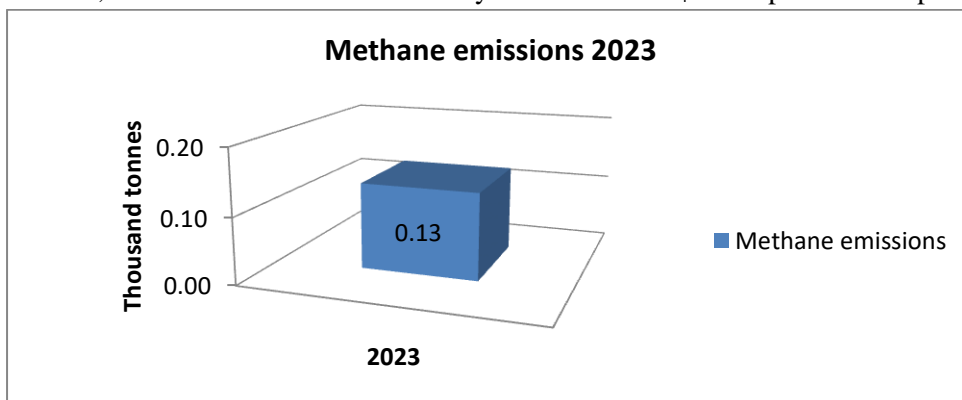


### Methane emissions

Methane is a potent greenhouse gas. When it is released into the atmosphere it has a much higher global warming impact than carbon dioxide. Natural gas consists mainly of methane.

### Methane emissions performance

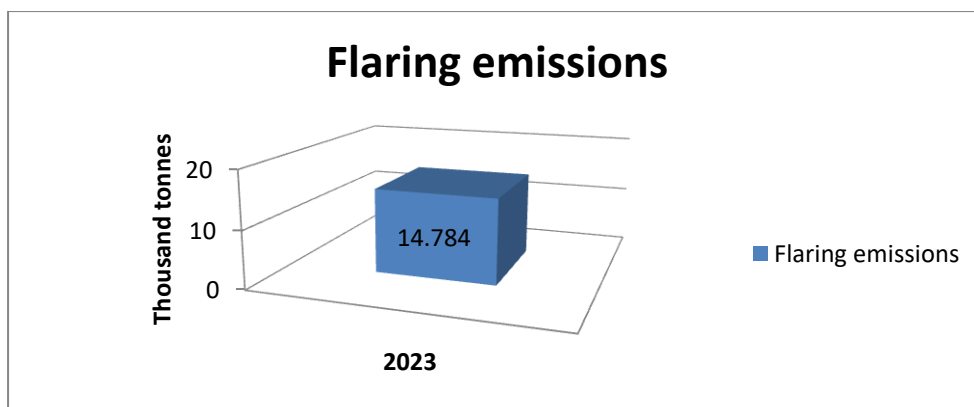
BPAL's methane emissions intensity target covers all oil and gas assets for which we are the operator. In 2023, our methane emissions intensity was 0.0003 CH<sub>4</sub> tonne per tonne of production.



In 2023, BPAL's total methane emissions were 0.13 thousand tonnes. During this year we have implemented more and more cascade systems on leases with closed venting system and gas capturing and burning in the generators for electricity production. These measures that have been implemented continuously in the field and have had a major impact in air quality and reduce methane emissions. Nearly 100% of our reported methane emissions in 2023 came from venting from tanks.

### Flaring performance

Flaring of gas in our field contributed around 4.26% to our overall direct greenhouse gas emissions in 2023.



In 2023, around 100% of greenhouse gas emissions from flaring occurred at facilities where there was no infrastructure to capture and reuse the gas. We will be looking into increasing the infrastructure for gas capturing in order to reduce flaring, and look as well into totally avoid venting.

### **Carbon credits**

In order to become a net-zero emissions energy business, we are working to reduce emissions from our own operations and from the use of fuels and other energy products, such as electricity. For remaining emissions that we cannot otherwise remove, we intend to use carbon credits, including from nature-based solutions. To help us do that, we will be looking at investing directly in natural ecosystem projects to increase the supply of carbon credits and help meet growing demand. We also will be looking at buying carbon credits generated by other nature-based projects and by technologies. Nature-based solutions protect and enhance natural ecosystems – such as forests, grasslands, wetlands and coastal zones – or improve agricultural sustainability by absorbing or preventing the release of greenhouse gases. As part of our selection criteria for nature-based solutions, we look for projects that will have a net positive impact on biodiversity.

### **Carbon capture and storage**

Our ambition is to work with our customers and partners to unlock the potential for CCS to reduce emissions where there are currently no scalable low-carbon alternatives. In the coming year we will be questing for possibilities of agreements to develop projects for CCS in our oil filed. We understand this is a very important subject that will need to be developed because it has high beneficial potentials for the future.

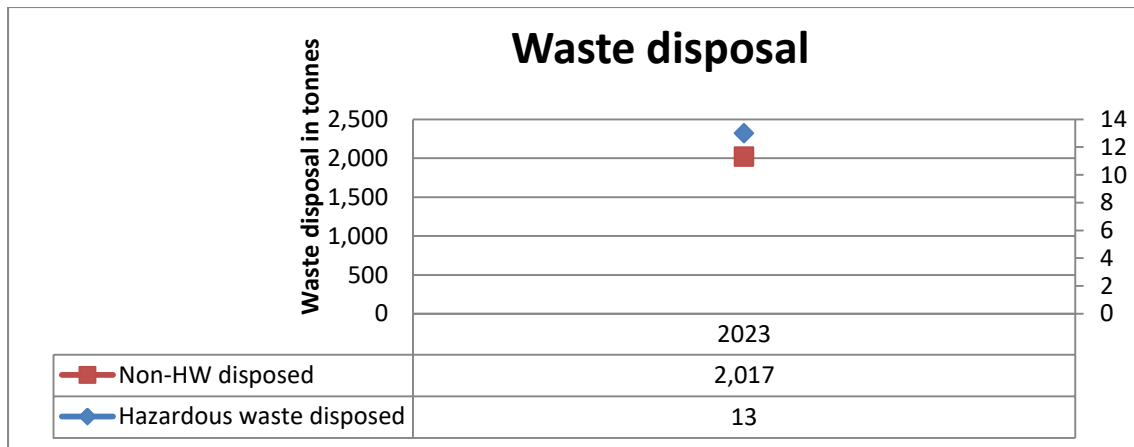
### **Protecting environment**

We understand there is growing urgency to protect and enhance nature, preserve water quality and availability, land availability, improve air quality and use resources more efficiently. Nature loss and climate change are interconnected and need to be tackled together. It was recognized in 2022 at the UN Climate Change Conference (COP27), and also at the UN Biodiversity Conference (COP15) where a landmark Global Biodiversity Framework was agreed.

As a business, we rely on nature for resources such as land, water and materials for our operations. We recognise that our activities can have an impact on nature through discharges and emissions to the environment, and through changes to the use of land and water. Respecting the environment and local communities has been an integral part of the way we do business for many years, and it is integrated in our Environment and Social policies.

**Waste**

Our ambition is to use resources and materials efficiently and to increase reuse and recycling. We are aiming for zero waste by reducing waste generated and increasing reuse and recycling in our businesses and supply chains. We aim to set goals for waste reduction, reuse and recycling by the end of 2024. We are aware of our largest waste streams and working toward reduction targets. We aim to reduce waste disposed by reducing waste generation and increasing reuse, recycling and recovery. As we continue to develop these plans, we will update our goals for waste reduction, reuse and recycling.

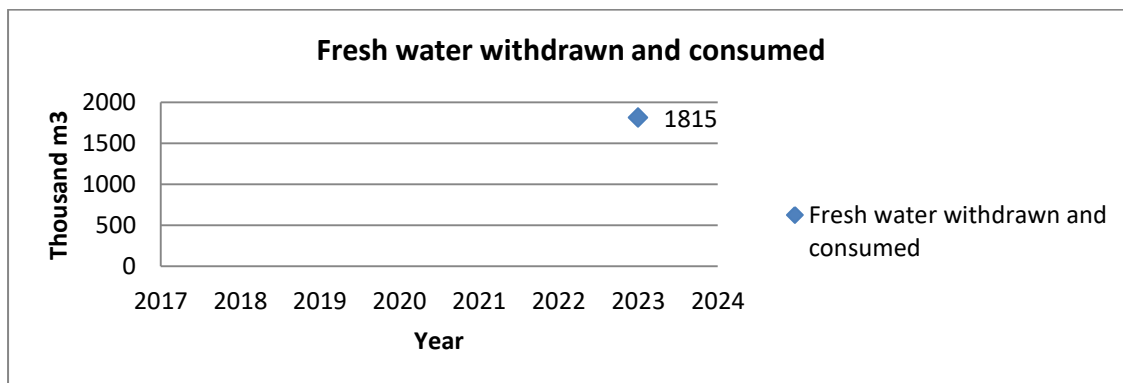


In 2023, we disposed of 2030 tonnes of hazardous and non-hazardous waste, which is relatively low, but still remains our first year that we have disposed of waste to landfill. We also sent 6256 tonnes of residual materials for reuse, recycling or beneficial use as a raw material in another process. Examples include crude oil sludges in cement kiln or waste to incineration for electricity production.

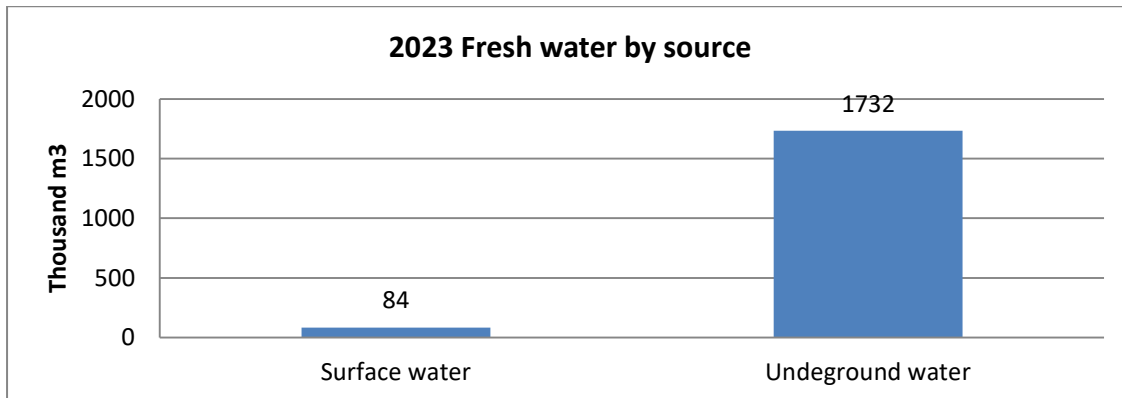
**Conserving water resources**

Our ambition is to conserve fresh water by reducing consumption and increasing reuse and recycling. We are making steady progress in reducing our fresh-water consumption in water-stressed areas. Our field is located in an area where there is a high level of water stress based on analysis using the World Resources Institute’s Aqueduct Water Risk Atlas.

In 2023, our facilities consumed 1815 thousand cubic meters of fresh water, this will serve as baseline for future comparison and reduction targets.



In 2023, we continued to review our water use and stewardship. We are looking into reducing the amount of fresh water consumed in our facilities through a water treatment project that should enable us to reuse produced water in our polymer mixing operations instead of fresh water.



Of our fresh-water intake in 2023, 4.6% was from surface water and the 95.4% was taken from groundwater.

### **Waste water and produced water**

Our produced water has low level concentrations of oil, grease and other hydrocarbons and as such we avoid any discharges to the surface waters. This has helped a lot increase the biodiversity in surface waters in the area we operate. Mainly we manage production water by reinjection and partly through the enhanced evaporation in the ecopits that can be considered water lagoons that we have been created for depositing of crude oil production operational waste. We are working to bring in technology to reduce the waste going into the ecopits such as aging oil treatment technology.

In 2023, there were 0 hydrocarbons discharged to surface water across all our facilities.

In 2023, we re-injected 2492 thousand cubic meters of produced water back into the oil production layer.

### **Protecting biodiversity**

Our ambition to have a positive impact on biodiversity builds on our commitment not to explore for or develop oil and gas resources in natural and mixed World Heritage Sites.

We continue to develop new ways to measure how we are improving biodiversity.

We aim to minimise the impact of our projects on biodiversity and ecosystems, whether life on land or water. We apply the mitigation hierarchy, a decision-making framework that involves a sequence of four key actions: avoid, minimise, restore and offset. We assess the potential impact of projects on biodiversity and local communities as part of our impact assessment process. All potential new projects are screened to determine if they are located in a critical habitat and for other criteria such as protected species and so on.

### **Critical habitats**

Until the end of 2023, we did not have any activity located or partly located in critical habitats.



### **Nature-based solutions**

Nature-based solution projects that we need to look for future invest, will follow the requirements of the Climate, Community and Biodiversity Standards (CCB) or their equivalent. The voluntary CCB standards set out criteria for having a positive impact on climate change, local communities and biodiversity. In 2024 we will be looking at projects to develop.

### **Deforestation**

Deforestation occurs when forests are converted to non-forest uses. In 2023, no land has been deforested as a result of our new activities.

### **Supply chain**

We will be looking into including requirements in our purchasing policies to reflect environmental standard, and take the energy efficiency, material efficiency and sustainability of products into consideration in our purchases.

We aim to work with suppliers, including contractors, who behave in an economically, environmentally and socially responsible manner, as set out in our business principles. In 2023, we spent around \$9.96 million on goods from suppliers located in Albania and \$34.3 million on goods from suppliers globally.

We will work with our suppliers to find ways to reduce greenhouse gas emissions across our supply chains.

## Air quality

### Cleaner transport options

We have changed the transportation methods for our crude production and produced water from mainly truck transportation to using pipelines. The number of truck movements in the field has been reduced drastically leading to improvement of air quality due to less emissions from fuel usage and less dust generation. Our sales oil is currently being transported through rail road to the port in Vlora and finally through ship to the refineries. These improvements have helped us reduce SO<sub>2</sub> emissions, particulates and nitrogen oxide.

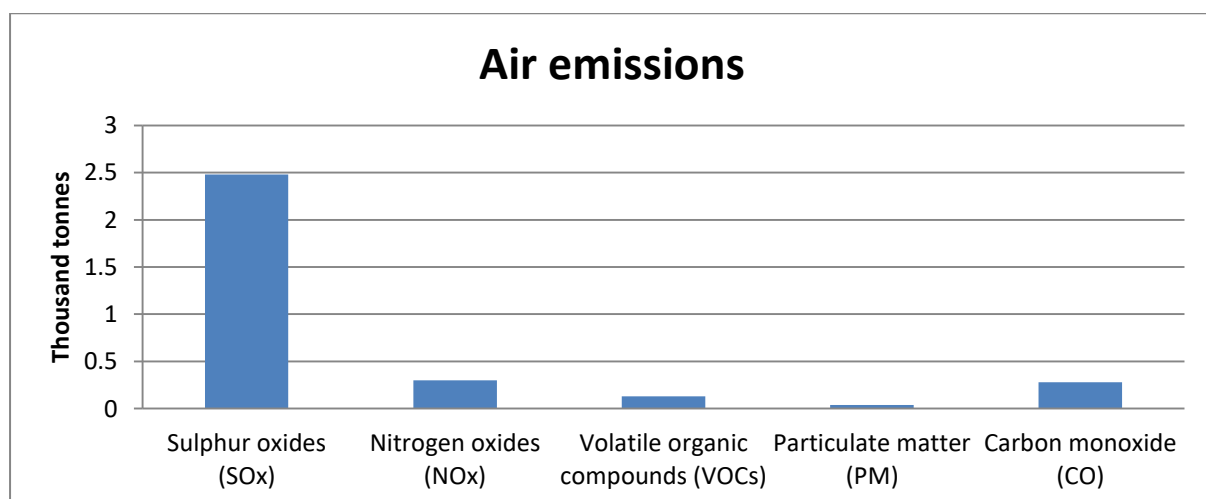
### Sulphur oxide, nitrogen oxide and volatile organic compound emissions

We follow the standards set by EU regulations and those of Albania regulators to manage airborne pollutants in our oil production and processing, including emissions of nitrogen oxides, sulphur oxides and volatile organic compounds.

Our sulphur oxide (SOx) emissions in 2023 are 2.48 thousand tonnes,

Our nitrogen oxide (NOx) emissions are 0.3 thousand tonnes in 2023

Our emissions of volatile organic compounds are 0.13 thousand tonnes in 2023.



# Empowering People

We support the communities where we work to build more sustainable livelihoods. We try to focus our social investment in support of our aims. We support our workforce through quality jobs and fair working conditions

- 13. Sustainable living
- 14. Contributing to communities
- 15. Enhance wellbeing of workers
- 16. Approach to human rights
- 17. Diversity equity and inclusion



## Sustainable living

### Community engagement processes

Understanding the local context and communities is one of the pillars in community engagement. CR meets people where they are at and works to build meaningful relationships. Stakeholder engagement is a continuous process in Bankers operations. Consultations and disclosure activities about Bankers' current and planned activities are conducted locally and ensuring representatives of all directly affected communities are reached, in view of better understanding and managing risks and expectations related to Bankers operations and development plans in the communities. Consultations are made with local residents, local authorities, business owners, contractors, etc. to inform on the new projects and activities, explain potential impacts, if any, and mitigation measures taken by Bankers.

Social Risk Assessments are conducted for new projects and activities, and the findings are presented to all Bankers departments with recommendations on mitigation measures if and when needed. In 2023 in total 22 Social Risk Assessments have been completed for Drilling and Thermal projects. Local residents, contractors, business owners, other companies operating in the area, etc. have been contacted, informed and consulted about the activities, what stakeholders should expect from those projects and activities in terms of impacts, explanations on what Bankers has done or will do to mitigate those impacts and all the concerns. Prior consultations with the stakeholders and cooperation between departments have had a positive impact by reducing the number of complaints filed from stakeholders.

### Community grievances and mechanism

In total 38 complaints were filed to Bankers in 2023. As per the below graph most of the complaints or 29% of them were related to Drainage Cleaning/Maintenance around Bankers leases and pads. As the agriculture land is adjacent Bankers leases, oilfield operations have an impact in the crops if the drainage canals are not cleaned and maintained regularly.

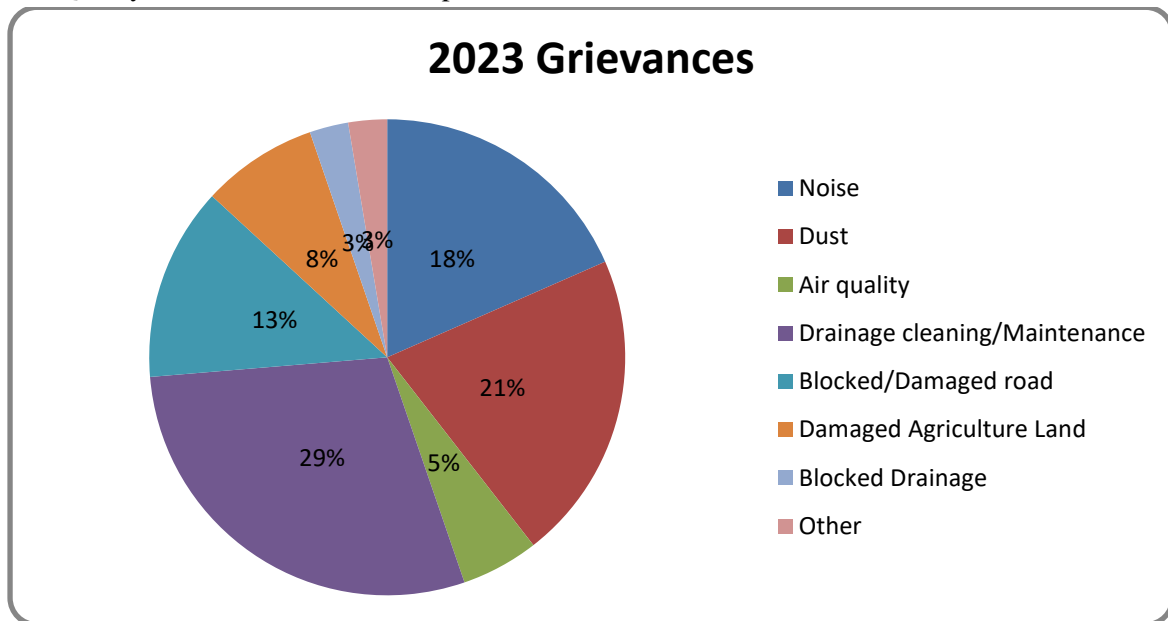
Another category of concern for local residents and farmers is Dust, 21% of complaints filed in 2023. Dust is generated from the traffic in the area being from Bankers or contractors. A Dust Control Program is being implemented through which a contractor waters the local roads to mitigate the impact from dust into residents' livelihoods. The Program includes a map with local roads mostly affected by Bankers and subcontractors traffic. Another initiative to mitigate dust impacts is the repair of the main road from Belina Bridge to 24 h Crossroad. Local roads paved with gravel are regularly maintained by Bankers.

To help mitigate the dust impact a Tree Planting initiative continues since 2011 in Patos-Marinza oilfield. Trees and bushes are planted and maintained by a local NGO to create a buffer zone between oilfield operations/facilities and agriculture land.

Noise has been a concern for local residents, 18% of complaints filed are for noise impacts. These complaints have been related to drilling and well service operations working in the vicinity of the residential areas, as well as noise coming from the generators installed in the leases. Noise barriers have been installed to mitigate noise impacts and when and where possible well service rigs have worked only during the day shifts to prevent noise during the night.

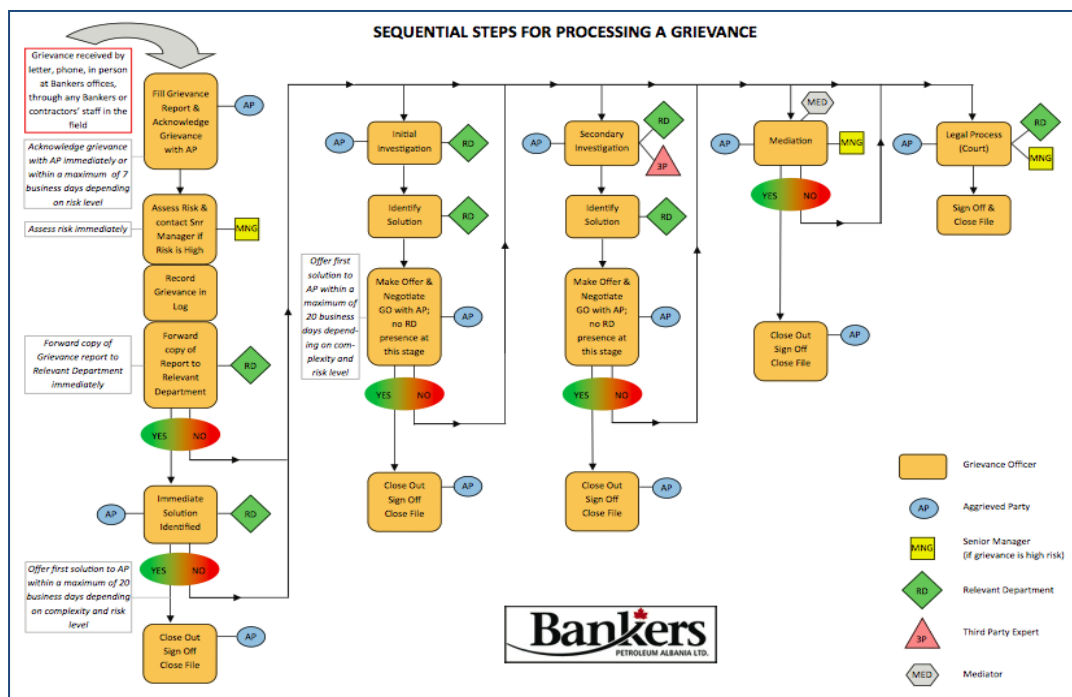


Blocked/Damaged Roads have been another concern from local residents, 13% of complaints have been due to the construction and facilities works completed in the oilfield. Other categories of complaints include Damaged Agriculture Land with respectively 8% of them and Air Quality with 5% of the total complaints filed in 2023.



In 2011 a grievance mechanism has been established in accordance with Bankers Petroleum Albania Ltd. (Bankers) commitment to “be a good corporate citizen and build strong community relationships based on respect, trust and open communication.”

The purpose of the grievance mechanism is to ensure that Bankers makes adequate communication and feedback channels available to its stakeholders. The mechanism is designed specifically to receive, respond to and manage grievances from Bankers external stakeholders in a timely, transparent, accessible, culturally appropriate, and respectful manner.



The communication channels incorporated into the grievance mechanism, allow stakeholders to communicate with the Company personnel and to express their concerns via a simple, consistent and predictable process. In return, the mechanism enables the company to understand stakeholder needs, expectations, interests, and concerns on an ongoing basis, thereby allowing the company to make continuous improvements to its operations, maintain strong stakeholder relationships, and avoid escalation of conflict. The grievance mechanism is one component of an overarching stakeholder engagement framework. Information gathered through the mechanism informs changes to operations and procedures and the development of consultation plans.

### **Security**

In the year 2023, there were a total of 16 security incidents, including 9 thefts, 3 theft and recovery, and 4 attempted thefts. The total cost of losses resulting from these security incidents amounted to \$2,626.

In August 2023, we implemented a 36.4% reduction in the guard force. The savings from this reduction will be allocated towards enhancing our security systems through the adoption of new technologies.

Additionally, last year we increased the payments for guard positions by 28%.

Furthermore, we initiated two intelligent leases, namely N22A and M30B. For these leases, we upgraded the CCTV system by installing new cameras equipped with the latest technology. We also installed smart barriers to enhance control over the entry and exit of vehicles at our sites.

### **Contributing to communities**

#### **Investment projects**

Project “Rehabilitation of Belina irrigation network” – To improve the irrigation network in Belina village and to create the best possible conditions for the irrigation of the agriculture land for local farmers.



Belina irrigation canal before – Nov 2023



Belina irrigation canal – Jan 2024

Project “Trenching of the drainage canal K-25 through Marinez village, progressive 0-316 ml, phase II”– to improve the flow of water and enclose the ditch due to unpleasant smell caused by stagnant water and waste water coming from housing activities



View of works being carried out to trench the drainage canal in Marinza village – July 2023

## Enhance wellbeing of workers

### Fair wage and remuneration

We want our workforce to experience a fair treatment based on their working responsibilities. We are committed to paying our employees equitable wages that reflect the requirements and responsibilities of their positions and are comparable to the pay received by similarly situated employees in other organizations.

Compensation for every position is determined by several factors, including job analysis and evaluation, the essential duties and responsibilities of the job, and industry salary survey data. When designing an offer for a new employee or promoting someone to a higher salary level, HR will work with the Managers to design an attractive and fair offer based on three (3) key components:

- Market data
- Internal equity
- Level of individual's experience and performance in comparison to the job

Merit-based pay adjustments may be awarded in conjunction with superior employee performance documented by the performance evaluation process. Incentive bonuses may be awarded depending on the overall profitability of the Company and based on each employee's individual contributions to the organization. Bankers reviews its salary administration program annually and restructures it as necessary.

The company currently has incentive policies such as quarterly employee, CEO award, service year award and STIP. All change in status, salary increases, and promotions must be discussed with and approved by HR and Senior Management before communicating to employees.

Employees should bring their pay-related questions or concerns to the attention of HR department who is responsible for the fair administration of the Company pay practices.

### Cost of living

The cost of food, energy and other everyday essentials has been rising in Albania since 2021, causing hardship for many people. Although combating inflation is the responsibility of government, not companies, we realise that families are struggling to make ends meet. That is why during 2022 we worked on adding some additional compensation policies such as quarterly employee award, CEO award and service year award. These policies were introduced in 2023 and we started giving these bonuses to our employees beside the quarterly production bonus that we have continued to give to our

employees since the beginning of our operations in the Patos-Marinza oil field. During Q2 of 2023 we have increased by net \$80 all the wages of our Albanian employees, that is more than 10% for the bottom low wages in the company. At the end of the year we promoted 51 national employees with wage increase as well, this constitutes more than 10% of the total employees.

### **Work life balance**

We follow the national regulation of working time per week, respect employees time off work and in emergency situations overtime is allocated for every extra time that the employee can work. We want our employees to enjoy their time with the family and we pay for time not worked such as (vacation, holiday, marriage leave etc).

### **Additional health benefit program**

In addition to the Albania Health Care System, Bankers provides additional benefits to full time employees to cover any injury or illness that require medical, surgical or hospital treatment. Benefits eligibility is dependent upon the employee work category, as defined below:

- Life Insurance and Accidental Death
- Short Term Disability (STD)
- Long Term Disability (LTD)

Medical Insurance for the employee and immediate family members.

We are one of the few companies in Albania that provide additional health coverage.

### **Leaves**

Sick leave: We pay 100% of the wage for a period of 14 days, which is uncovered by Social Insurance.

Compassionate care leave: Employees are entitled to up to twelve discontinued (12) unpaid days, to care for a seriously ill member of their immediate family.

Bereavement leave: Grief is a normal part of life that touches all of us at some point. Bankers offers paid bereavement to employees of the Company.

Maternity/parental leave: A pregnant Employee with at least 12 months of service will qualify for maternity Leave.

Marriage leave: Five (5) working days off are allowed for the marriage of the employee or one of his/her children.

Job security: Employees returning from reservist, medical and maternity leave will be reinstated to the same or an equivalent position, with equivalent pay, benefits and other terms and conditions of employment.

### **Work conditions, holidays and working hours**

Work conditions: Bankers believes that healthy, enjoyable, and motivating workplaces create the conditions for people to do their best work, by providing the space, tools, and equipment needed to employees to do their jobs safely and efficiently.

Work schedules: Work schedule hours will differ based on the employee status and work location. Supervisors will advise employees of the times their schedules will normally begin and end. Staffing needs and operational demands may necessitate variations in starting and ending times, as well as variations in the total hours that may be scheduled each day and week.



Flexible scheduling is available in some cases to allow employees to vary their starting and ending times each day within established limits.

Statutory holidays and vacations; A statutory holiday that falls on a Saturday will be observed on the preceding Friday, or in the case where it falls on a Sunday it will be observed on the following Monday. An Employee joining Bankers during the year may be entitled to a prorated amount of vacation, depending on the length of service within that year. Vacation generally accrues at the rate of 1.67 working days per month worked.

## Approach to human rights

Bankers is firmly committed to upholding and respecting human rights in all aspects of our operations. We deeply recognize that the very nature of our activities may give rise to potential human rights risks. As an organization deeply committed to the principles of human rights, we have set forth a comprehensive framework encompassing the following key principles:

1. **Upholding Human Rights:** We are resolute in our dedication to avoiding any direct or complicit infringement upon the human rights of our esteemed employees, contractors, workers, and the members of the communities in which we operate. Our fundamental objective is to ensure that our activities do not undermine or violate the rights of any individual or community.
2. **Preventing, Mitigating, and Remediating Incidents:** We have implemented robust processes and mechanisms to proactively prevent, mitigate, and address any potential human rights incidents. Should any concerns or issues arise, we are fully committed to promptly investigating and addressing them with utmost diligence and care.
3. **Promoting Equity, Diversity, and Inclusion:** We are steadfast in fostering an equitable, diverse, and inclusive workplace culture. This commitment extends to providing equal remuneration for our male and female employees for work of equal value, regardless of jurisdiction. We firmly believe in creating an environment that celebrates and respects the unique contributions and perspectives of every individual.
4. **Accessible Feedback and Grievance Mechanisms:** We have established accessible feedback and grievance mechanisms for our employees, contractors, workers, and members of the community. It is of paramount importance to us that all stakeholders have a platform to voice their concerns and provide feedback, ensuring that their grievances are addressed in a fair and timely manner.

Underpinning our unwavering commitment to human rights is Our Code, which explicitly prohibits any form of harassment, bullying, or discrimination based on personal attributes. These attributes include race, ethnicity, gender identity, sexual orientation, intersex status, physical or mental disability, religion, political opinion, pregnancy, breastfeeding, or family responsibilities.

We acknowledge our profound responsibility to respect human rights, which encompasses not only refraining from infringing upon the rights of others but also proactively addressing any adverse impacts and contributing to the greater realization of human rights as an integral part of our commitment to social value.

## Modern slavery

We are against to all forms of modern slavery. Such exploitation is against our commitment to respect human rights as set out in the UN Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our approach is informed by the UN Guiding Principles on Business and Human Rights.

## **Diversity equity and inclusion**

We are focusing on removing barriers and creating equality of opportunity in four strategic priority areas: gender; race and ethnicity and disability inclusion that show our commitment to diversity and inclusion. We will work towards increasing the representation of women in our supervision and specialist positions by 2026.

## **Employee engagement and dialogue**

We want to keep Bankers an attractive employer, so we seek to do so by offering career progression tools, such as individual development plans; flexible working options; training and so on. We have Initiatives and programmes to help create a supportive working environment for employee well-being; and engagement with employees through multiple channels.

## **Gender**

At the end of 2023, 33% of our Board of Directors were women. In management positions we had nearly 24% represented by women and 36% in professional positions. In 2023 14% of the experience hiring were women and of the graduate hires 33% were women. Women promoted for 2023 were 11% of the total promotions. We would like this numbers to improve for the future and will pay closer attention to our processes. Our overall representation of women in 2023 was 14%.

## **Race and ethnicity**

We aim to increase racial and ethnic representation across our workforce so that we better reflect, and support equity in, the communities near our field. We aim to increase the numbers in our own workforce or in the contractors with people from the communities in which we work. Our ambition is to become one of the most diverse and inclusive business in Albania, a place where everyone including employees, customers, partners and suppliers feels valued, and respected.

## **Disability inclusion**

We aim to create an inclusive, psychologically safe and accessible environment where people with disabilities can excel. We provide support and make adjustments for people with disabilities during their careers with us. This includes equal access to valuable educational resources, training programmes and emphasis on personal and professional development.



# Our Reporting



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19. [Legal information](#)
20. [Materiality assessment](#)
21. [Global Reporting Initiative \(GRI\) Content Index](#)
22. [Policies](#)
23. [Performance data](#)
24. [Detailed GHG data report](#)



## About the report

We begin this journey of reporting voluntarily on our environmental, governance and social performance with this first report. GRI standards, especially the sectorial guidance document GRI 11\_ Oil and Gas Sector 2021, are used for preparing the report.

We support transparency and share information and our data in this report and on our website <https://bankerspetroleum.com>. There are limitations to the accuracy of environmental, safety and social performance data considering that this is our first report but we will be working to improve the data quality and availability. We believe that the operational control boundary best reflects existing regulatory requirements, as well as internal policies, for the management of potential health, safety, environmental and social impacts.

Our Scope 1 and 2 greenhouse gas emissions are calculated using operational control boundary. Under the operational control boundary, we report 100% of greenhouse gas emissions from the assets that we operate. Our Scope 3 greenhouse gas emissions are calculated based on data from contractors and as well data gathered internally. Conversion factors published by DEFRA are used in the absence of national data from the government of Albania.

We only include data in this report for 2023 that were confirmed by the end of January 2024. If incidents are reclassified or confirmed, or if significant data changes occur after preparation of this report, they will be updated in the following year's publication.

This report has been prepared with the contribution of several departments such as, environment, community relations, human resources, procurement, facilities, engineering and many other departments. We will be producing a report from now on for each calendar year, and if there are any questions related to the data or the report itself, please address them to Leonard Bejko, Environment Manager at the email address: [lbejko@bankerspetroleum.com](mailto:lbejko@bankerspetroleum.com). We understand that this report might have defects, but we assure the reader that the information provided is transparent and true. We consider this a process and we will try to improve our work and reporting year after year.

This report has been prepared in accordance with the **Global Reporting Initiative (GRI) Standards**

## Legal information

### **Instances of Non-Compliance**

During the 2023 reporting period, Bankers identified and addressed instances of non-compliance. The specifics are as follows:

#### **i. Instances Resulting in Fines:**

- National Inspectorate of Territory Protection: Fine of ALL 2,000,000 (IKMT-DQ-000200-5, dated 06 January 2023) for non-implementation of environmental permit conditions (LC-4487) for the search for Oil and Natural Gas.
- National Inspectorate of Territory Protection: Fine of ALL 1,500,000 (IKMT-DQ-2023-000021-5, dated February 09, 2023) for violating legal requirements under Law no. 10463 "On integrated waste management."
- National Environment Agency: Fine of ALL 1,000,000 (No. AKM-FR-2023-000004-5, dated 01/03/2023) for violating legal requirements of Law no. 10 463, dated 22.9.2011 "On integrated waste management."

- National Inspectorate of Territory Protection: Fine of ALL 2,000,000 (IKMT-DQ-20023-000085-5, dated April 7, 2023) for violations found based on Law No. 10448 "On environmental permits" Article 29, point 1, paragraph b).
- State Inspectorate of Labor and Social Services: Fine of ALL 400,000 (Nr.ISHPSHSH-VL-2023-001055-5, dated December 28, 2023) for violating Law No. 10 237, dated 18.2.2010, on safety and health at work.

## **ii. Instances Resulting in Non-Monetary Sanctions:**

Zero instances incurred non-monetary sanctions, including warning letters and enhanced regulatory oversight.

### **Fines Incurred**

Details regarding fines paid for non-compliance:

- Fines for Current Reporting Period: The bank paid a total of ALL 1,500,000 for instances that occurred during the current reporting period. The National Inspectorate of Territory Protection requested the court to issue an execution order for the fine ALL 1,500,000 (IKMT-DQ-2023-000021-5, dated February 09, 2023), which was put into mandatory execution by the enforcement service.

### **Description of Significant Instances**

A fine of ALL 2,000,000 was imposed by the National Inspectorate of Territory Protection (IKMT-DQ-20023-000085-5, dated April 7, 2023). This fine was imposed due to violations found based on Law No. 10448 "On environmental permits" Article 29, point 1, paragraph b), involving non-fulfilment and non-compliance with the requirements, principles, and conditions of the relevant type A - LC-3250 environmental permit. Additionally, a complementary administrative penalty, "Suspension of Hazardous Waste Incineration Activity," has been applied. We have requested the court to declare it absolutely invalid, as the inspectorate exceeded its legal powers, and have won in the first grade.

### **Determination of Significance**

Our determination of significant instances is based on a thorough assessment. We consider factors such as regulatory impact, potential harm, and repeat occurrences.

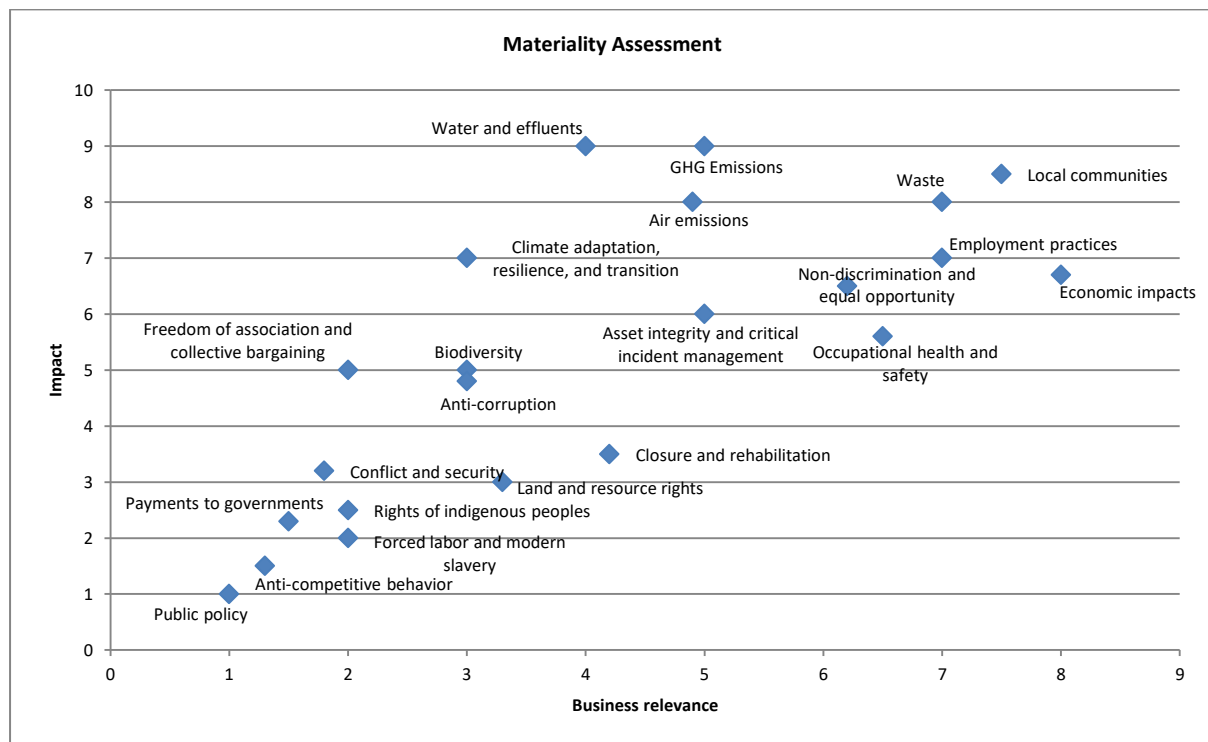
I trust this information provides the clarity you were seeking. Should you have any further questions or require additional details, please don't hesitate to reach out. We value your interest in our sustainability initiatives and remain committed to transparency.

## Materiality assessment

We conducted a materiality assessment with the aim to identify and assess key sustainability topics for Bankers in order to derive key reporting points. We did this by first creating a list of topics that included both stakeholder matters and analyses of what other similar companies are doing and as well the international standards such as of the global reporting initiative (GRI) and those of UN SDG's.

We then assessed the selected topics from two perspectives, first to what extent do the sustainability issues affect business performance, operating results and our position. And secondly what positive or negative influence does Bankers activity have on the economy, environment and society.

The assessment shows that environmental concerns such as climate change and local communities, GHG emissions, produced water management and employment practices are of paramount importance to our sustainability. However, fair working conditions remuneration policies, health and safety of our operations are also very relevant. The results of the materiality assessment are therefore consistent with our focus in terms of sustainability.



### **List of material topics considered**

- GHG Emissions
- Climate adaptation, resilience, and transition
- Air emissions
- Biodiversity
- Waste
- Water and effluents
- Closure and rehabilitation
- Asset integrity and critical incident management
- Occupational health and safety
- Employment practices
- Non-discrimination and equal opportunity
- Forced labour and modern slavery
- Freedom of association and collective bargaining
- Economic impacts
- Local communities
- Land and resource rights
- Rights of indigenous peoples
- Conflict and security
- Anti-competitive behaviour
- Anti-corruption
- Payments to governments
- Public policy

### **Assurance Statement**

We did not seek external assurance for this report!




### **Restatements of information**

















There are no reinstatements of information for the previous reports as this is the first sustainability report!











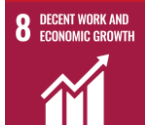











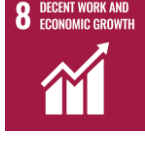
## Global Reporting Initiative (GRI) Content Index

Statement of use	Bankers petroleum Albania Ltd has reported in accordance with the GRI Standards for the period [01.01.2023 - 31.12.2023]
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 11: Oil and Gas Sector 2021

GRI Standard / other source	Disclosure	Location	Omission			GRI Sector Standard ref.no.	SDG (sustainable development goals) Mapping
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
<b>General disclosures</b>							
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	5					
	2-2 Entities included in the organization's sustainability reporting	5					
	2-3 Reporting period, frequency and contact point	34					
	2-4 Restatements of information	36					
	2-5 External assurance	36					
<b>Material topics</b>							
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	35					
	3-2 List of material topics	36					
<b>Material topics</b>							
<b>GRI 302: Energy 2016</b>	Disclosure 302-1 Energy consumption within the organization	17			11.1.2		
	Disclosure 302-3 Energy intensity	17, 18			11.1.4		
<b>GRI 305: Emissions 2016</b>	Disclosure 305-1 Direct (Scope 1) GHG emissions	15, 16, 17			11.1.5		
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	16			11.1.6		
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	16			11.1.7		
	Disclosure 305-4 GHG emissions intensity	47			11.1.8		
<b>GRI 201: Economic Performance 2016</b>	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	16, 19			11.2.2		
<b>GRI 305: Emissions 2016</b>	Disclosure 305-5 Reduction of GHG emissions	15, 16, 17, 18			11.2.3		

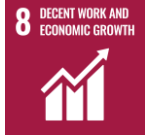











					    
	Disclosure 305-7 Nitrogen oxides (NO ), sulfur oxides (SO ), and other significant air emissions	23		11.3.2	  
<b>GRI 416: Customer Health and Safety 2016</b>	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	Not material: Not applicable as the final product we sell is still to be refined and so on before taken to market.		11.3.3	 
<b>GRI 304: Biodiversity 2016</b>	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	11, 21, 22		11.4.2	 
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	11, 21, 22		11.4.3	
	Disclosure 304-3 Habitats protected or restored	11, 21, 22		11.4.4	 
	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	11, 21, 22		11.4.5	














<b>GRI 306: Waste 2020</b>	Disclosure 306-1 Waste generation and significant waste-related impacts	12, 20		11.5.2	    
	Disclosure 306-2 Management of significant waste-related impacts	12, 20		11.5.3	
	Disclosure 306-3 Waste generated	12, 20		11.5.4	
	Disclosure 306-4 Waste diverted from disposal	12, 20		11.5.5	
	Disclosure 306-5 Waste directed to disposal	12, 20		11.5.6	
<b>GRI 303: Water and Effluents 2018</b>	Disclosure 303-1 Interactions with water as a shared resource	13, 20, 21		11.6.2	   
	Disclosure 303-2 Management of water discharge-related impacts	13, 20, 21		11.6.3	
	Disclosure 303-3 Water withdrawal	13, 20, 21		11.6.4	
	Disclosure 303-4 Water discharge	48		11.6.5	
	Disclosure 303-5 Water consumption	13, 20, 21		11.6.6	
<b>GRI 402: Labor/Management Relations 2016</b>	Disclosure 402-1 Minimum notice periods regarding operational changes		Not Material; Information incomplete: Because not enough information in regards to change management, we will try to set a procedure in the next couple of years for management of change	11.7.2	  
<b>GRI 404: Training and Education 2016</b>	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	28, 29		11.7.3	


					
<b>GRI 306: Effluents and Waste 2016</b>	Disclosure 306-3 Significant spills	10, 11		11.8.2	 
<b>GRI 403: Occupational Health and Safety 2018</b>	Disclosure 403-1 Occupational health and safety management system	9		11.9.2	 
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	9, 10		11.9.3	
	Disclosure 403-3 Occupational health services	9, 10		11.9.4	
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	9, 10		11.9.5	
	Disclosure 403-5 Worker training on occupational health and safety	6, 11, 50		11.9.6	
	Disclosure 403-6 Promotion of worker health	29		11.9.7	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not Material: Information incomplete: Not enough information on related health and safety of employees due to business relations. We will survey the field and see what sort of impacts could be.		11.9.8	
	Disclosure 403-8 Workers covered by an occupational health and safety management system	9, 10		11.9.9	
	Disclosure 403-9 Work-related injuries	9, 10		11.9.10	
	Disclosure 403-10 Work-related ill health	Not Material: Information incomplete: not enough information on work related ill health! Will survey with the medics the issues and will report on the next report.		11.9.11	
<b>GRI 401: Employment 2016</b>	Disclosure 401-1 New employee hires and employee turnover	28,29, 31, 51		11.10.2	 
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	28,29, 31, 51		11.10.3	
	Disclosure 401-3 Parental leave	29		11.10.4	
<b>GRI 402: Labor/Management Relations 2016</b>	Disclosure 402-1 Minimum notice periods regarding operational changes	Not Material; Information incomplete: Because not enough information in regards to change management, we will try to set a procedure in the next couple of years for management of change		11.10.5	 
<b>GRI 404: Training and Education 2016</b>	Disclosure 404-1 Average hours of training per year per employee	6, 11, 50		11.10.6	
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	6, 11, 28, 50		11.10.7	
<b>GRI 414: Supplier Social Assessment 2016</b>	Disclosure 414-1 New suppliers that were screened using social criteria	Not Material: Information incomplete: Not enough information currently used for new suppliers. We will look into adding this for the next report in 2025.		11.10.8	
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	Not Material: Information incomplete: Not enough information negative impacts in supply chain. We will look into collecting such information for the next report in 2025.		11.10.9	



<b>GRI 202: Market Presence 2016</b>	Disclosure 202-2 Proportion of senior management hired from the local community	31, 51		11.11.2		
<b>GRI 401: Employment 2016</b>	Disclosure 401-3 Parental leave	29		11.11.3		
<b>GRI 404: Training and Education 2016</b>	Disclosure 404-1 Average hours of training per year per employee	6, 11, 50		11.11.4		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	Disclosure 405-1 Diversity of governance bodies and employees	6, 11, 28, 50		11.11.5		
	Disclosure 405-2 Ratio of basic salary and remuneration	6, 11, 28, 50		11.11.6		
<b>GRI 406: Nondiscrimination 2016</b>				11.11.7		
	Disclosure 406-1 Incidents of discrimination and corrective actions taken	50				
<b>GRI 409: Forced or Compulsory Labor 2016</b>	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	30		11.12.2		
<b>GRI 414: Supplier Social Assessment 2016</b>	Disclosure 414-1 New suppliers that were screened using social criteria		Not Material: Information incomplete: Not enough information currently used for new suppliers. We will look into adding this for the next report in 2025.	11.12.3		
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Not Material: Information incomplete: Not enough information currently used for suppliers collective bargaining. We will look into adding this for the next report in 2025.	11.13.2		 
<b>GRI 201: Economic Performance 2016</b>	Disclosure 201-1 Direct economic value generated and distributed	6, 22, 52		11.14.2		
<b>GRI 202: Market Presence 2016</b>	Disclosure 202-2 Proportion of senior management hired from the local community		Not Material Not applicable: senior management of the company are expat employees.	11.14.3		
<b>GRI 203: Indirect Economic Impacts 2016</b>	Disclosure 203-1 Infrastructure investments and services supported		Not Material: Information incomplete: information not enough for the disclosure and will be included in the next report in 2025	11.14.4		
	Disclosure 203-2 Significant indirect economic impacts	6, 22, 52		11.14.5		
<b>GRI 204: Procurement Practices 2016</b>	Disclosure 204-1 Proportion of spending on local suppliers	6, 22, 52		11.14.6		

					  
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	25, 26, 27		11.15.2	
	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	25, 26, 27		11.15.3	   
	Land and resources rights	Not Material: Information not complete: Information not collected from land department. The information will be introduced in the next reporting for year 2024		11.16.2	   

<b>GRI 411: Rights of Indigenous Peoples 2016</b>	Disclosure 411-1 Incidents of violations involving rights of indigenous peoples	Not material Not Applicable: There aren't any indigenous people in the area we operate.	11.17.2	    	
	<b>GRI 410: Security Practices 2016</b>	Disclosure 410-1 Security personnel trained in human rights policies or procedures	Not material Not Applicable: We do not operate in area in conflict and no need has raised in terms of this disclosure.	11.18.2	
	<b>GRI 206: Anticompetitive Behavior 2016</b>	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not material Information incomplete: Not enough information on the non-competitive behavior. We will be looking on the next report to question this are for 2025.	11.19.2	
	<b>GRI 205: Anticorruption 2016</b>	Disclosure 205-1 Operations assessed for risks related to corruption	Not Material: Information incomplete: not enough information on the matter. Will be looking into incorporating in the next report in 2025.	11.20.2	 
		Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Not Material: Information incomplete: Not enough information on the matter. Will be looking into incorporating in the next report in 2025.	11.20.3	
Disclosure 205-3 Confirmed incidents of corruption and actions taken		27	11.20.4		
<b>GRI 201: Economic Performance 2016</b>	Disclosure 201-1 Direct economic value generated and distributed	6	11.21.2	 	
	Disclosure 201-4 Financial assistance received from government	Not material: Not Applicable: we do not have records of received assistance or request assistance from government of Albania	11.21.3		
<b>GRI 207: Tax 2019</b>	Disclosure 207-1 Approach to tax	Not Material: Information not available	11.21.4	 	
	Disclosure 207-2 Tax governance, control, and risk management	Not Material: Information not available	11.21.5		
	Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	Not Material: Not Applicable, as we do not engage with stakeholders in relation to tax.	11.21.6		

	Disclosure 207-4 Country-by-country reporting	Not Material: Not Applicable: We operate only in Albania	11.21.7	
<b>GRI 415: Public Policy 2016</b>	Disclosure 415-1 Political contributions	Not Material: Not Applicable: It is our policy to avoid political contributions in order to not have any impacts when the political power changes.	1.22.2	



## Policies

- 1. Business Code of Conduct**  
Presumably, this document outlines ethical standards and behavior expected from employees.
- 2. Internal Grievance Policy**  
Procedures for raising and addressing internal grievances within the organization.
- 3. Privacy Policy**  
Ensures the protection and confidentiality of personal information.  
<https://bankerspetroleum.com/privacy-policy/>
- 4. Whistleblower Policy**  
Encourages reporting of unethical behavior or violations within the organization
- 5. Personnel Files administration Policy**  
Presumably, this policy governs the management and confidentiality of personnel records.
- 6. Employment termination under Albanian Labor Code**  
Procedures and guidelines related to employment termination in accordance with Albanian labor laws.
- 7. Recruitment Policy**  
Presumably, this policy outlines fair and non-discriminatory practices in the recruitment process.
- 8. Training Policy**  
Guidelines for employee training and development.
- 9. Information Management Policy**  
This policy addresses the proper handling and security of organizational information.
- 10. Emergency Response Plan**  
Outlines procedures to be followed in case of emergencies.
- 11. HSSS Policies**  
Policies related to ensuring health, safety, community relations and security in the workplace.
- 12. Environmental Policy**  
[https://bankerspetroleum.com/wp-content/uploads/2024/01/BPAL\\_Environmental\\_Policy.pdf](https://bankerspetroleum.com/wp-content/uploads/2024/01/BPAL_Environmental_Policy.pdf)

## Performance data

Performance Data				
<b>Scope 1 GHG emissions (operational control) [A] [B]</b>				
	Unit	2023	Ipieca	GRI
<b>Direct GHG emissions (Scope 1)</b>	Thousand tonnes CO <sub>2</sub> e	<b>24.8</b>	CCE-4	305-1
Carbon dioxide (CO <sub>2</sub> )	Thousand tonnes	<b>19.2</b>	CCE-4	305-1
Methane (CH <sub>4</sub> )	Thousand tonnes	<b>0.2</b>	CCE-4	305-1
Nitrous oxide (N <sub>2</sub> O)	Thousand tonnes	<b>0.2</b>	CCE-4	305-1
<b>Scope 1 emissions by source</b>				
CO <sub>2</sub> emissions	Thousand tonnes	<b>19.2</b>	CCE-4	305-1
Combustion	Thousand tonnes	<b>4.4</b>	CCE-4	305-1
Flaring	Thousand tonnes	<b>14.8</b>	CCE-4	305-1
Venting and process	Thousand tonnes	<b>0.0</b>	CCE-4	305-1
Fugitives	Thousand tonnes	<b>0.0</b>	CCE-4	305-1
CH <sub>4</sub> emissions	Thousand tonnes	<b>0.21</b>	CCE-4	305-1
Combustion	Thousand tonnes	<b>0.0009</b>	CCE-4	305-1
Flaring	Thousand tonnes	<b>0.08</b>	CCE-4	305-1
Venting and process	Thousand tonnes	<b>0.13</b>	CCE-4	305-1
<b>Scope 2 GHG emissions</b>	Thousand tonnes CO <sub>2</sub> e	<b>3.156</b>	CCE-4	305-2
[A] Greenhouse gas emissions (GHG) comprise carbon dioxide, methane, nitrous oxide. The data are calculated using the 2009 API Compendium, which is the recognised industry standard under the GHG Protocol Corporate Accounting and Reporting Standard. There are inherent limitations to the accuracy of such data. Oil and gas industry guidelines (Ipieca/API/IOGP) indicate that several sources of uncertainty can contribute to the overall uncertainty of a corporate emissions inventory. We have estimated the overall uncertainty for our direct GHG emissions to be around 10-20% for 2023.				
[B] GHG emissions were calculated using Defra conversion factors and global warming potential (GWP) factors from the IPCC's Fifth Assessment Report.				
<b>GHG intensities (operational control)</b>				
	Unit	2023	Ipieca	GRI
Crude oil GHG intensity [A]	Tonne CO <sub>2</sub> e/tonne production	<b>0.048</b>	CCE-4	305-4
Crude oil GHG intensity [B]	kg CO <sub>2</sub> e/boe	<b>6.6561</b>	CCE-4	305-4
CH <sub>4</sub> emission intensity	Tonne CH <sub>4</sub> /tonnes production	<b>0.0003</b>		
[A] In tonnes of Scope 1 and Scope 2 GHG emissions per tonne of oil available for sale.				
[B] In kilograms of Scope 1 and Scope 2 GHG emissions per boe of oil.				
<b>Scope 3 GHG emissions [A]</b>				
	Unit	2023	Ipieca	GRI
<b>Upstream activities production[B]</b>	Thousand tonnes CO <sub>2</sub> e	<b>32.04</b>	CCE-4	305-3
<b>Downstream activities</b>				
Transportation and storage of product [C]	Thousand tonnes CO <sub>2</sub> e	<b>6.83</b>	–	305-3
<b>Use of sold products</b>				
Use of sold products [D]	Thousand tonnes CO <sub>2</sub> e	<b>1542.63</b>	CCE-4	305-3
[A] The values in this table reflect estimated Scope 3 emissions.				
[B] This category includes estimated emissions from all activities related to oil production like purchased goods and services, transportation, employee commuting, flights etc.				
[C] Estimated emissions from the transport and distribution of sold own oil products.				
[D] This category includes estimated emissions from the sales volumes of oil products.				

<b>Energy use</b>				
	Unit	2023	Ipieca	GRI
<b>Total energy use</b>	MWh	<b>90000.0</b>	CCE-6	302-1
Own energy generated [A]	MWh	<b>7258.2</b>	CCE-6	302-1
Imported electricity	MWh	<b>82663.0</b>	CCE-6	302-1
<b>Consumption of energy from renewable</b>				
Renewable sources - purchased electricity	MWh	<b>67420.0</b>	CCE-6	302-1
<b>Energy intensity</b>				
Crude Oil Production	GJ/tonne production	<b>0.62</b>	CCE-6	302-3
[A] generated by using field gas for production of electricity in generators				
<b>Air emissions</b>				
	Unit	2023	Ipieca	GRI
<b>Acid gases and volatile organic compounds</b>				
Sulphur oxides (SOx)	Thousand tonnes	<b>2.48</b>	ENV-5	305-7
Nitrogen oxides (NOx)	Thousand tonnes	<b>0.3</b>	ENV-5	305-7
Volatile organic compounds (VOCs)	Thousand tonnes	<b>0.1301</b>	ENV-5	305-7
Particulate matter (PM)	Thousand tonnes	<b>0.04</b>	ENV-5	305-7
Carbon monoxide (CO)	Thousand tonnes	<b>0.28</b>	ENV-5	305-7
Heavy Metals	Thousand tonnes	<b>0</b>	ENV-5	305-7
Lead	Thousand tonnes	<b>0</b>	ENV-5	305-7
Mercury	Thousand tonnes	<b>0</b>	ENV-5	305-7
Cadmium	Thousand tonnes	<b>0</b>	ENV-5	305-7
<b>Ozone-depleting emissions</b>				
CFCs/halons/trichloroethane	Tonnes	<b>0</b>	ENV-5	305-6
Hydrochlorofluorocarbons (HCFCs)	Tonnes	<b>0</b>	ENV-5	305-6
<b>Spills of more than 100 liters to the environment</b>				
	Unit	2023	Ipieca	GRI
<b>Spills [A]</b>				
Sabotage spills – number	Number	<b>0</b>	ENV-6	306-3
Sabotage spills – total volume	Tonnes	<b>0.0</b>	ENV-6	306-3
Sabotage spills - recovered volume	Tonnes	<b>0.0</b>	ENV-6	306-3
Operational spills – number	Number	<b>45</b>	ENV-6	306-3
Operational spills - total volume	Tonnes	<b>310.00</b>	ENV-6	306-3
Operational spills - recovered volume	Tonnes	<b>0.00</b>	ENV-6	306-3
Natural Disaster spills – number [B]	Number	<b>0</b>	ENV-6	306-3
Natural Disaster spills – total volume [B]	Tonnes	<b>0.00</b>	ENV-6	306-3
Natural Disaster spills - recovered volume	Tonnes	<b>0.00</b>	ENV-6	306-3
[A] All spill volumes and numbers are for hydrocarbon and produced water spills of more than 100 liters to the environment (land or water).				
[B] This category reflects the spills caused by exceptional natural events, such as floods and earthquakes.				

<b>Water use and discharge</b>				
	Unit	2023	Ipeca	GRI
<b>Water use and discharge [A]</b>				
Fresh water withdrawn	Thousand Cubic metres	1815	ENV-1	303-3
Fresh water consumed	Thousand Cubic metres	1815	ENV-1	303-5
Fresh water consumed in high water stress	Thousand Cubic metres	1815		
Fresh water returned [C]	Thousand Cubic metres	0	ENV-1	303-3
<b>Fresh water withdrawn by source</b>				
Surface	Thousand Cubic metres	84	ENV-1	303-3
Ground	Thousand Cubic metres	1732	ENV-1	303-3
Public utilities	Thousand Cubic metres	Not collected	ENV-1	303-3
Other [D]	Thousand Cubic metres	0	ENV-1	303-3
<b>Produced water disposed</b>				
Produced water reinjected	Thousand Cubic metres	2492	ENV-1	–
Produced water discharged	Thousand Cubic metres	0	ENV-1	–
Produced water exported for disposal or	Thousand Cubic metres	0	ENV-1	–
<b>Oil in effluents to surface environment</b>				
Oil in produced water	Tonnes	0.0	ENV-2	–
	Tonnes	249.2	ENV-2	–

[A] Fresh water figures do not include reused water. Breakdown may not add up to the total due to rounding.

[B] Our site is located in an area where there is a high to extremely high level of water stress based on analysis using water stress tools, including the World Resources Institute's Aqueduct Water Risk Atlas.

[C] Defined as fresh water returned to a fresh-water source.

[D] Includes harvested rainwater and surface run-off collected for use.

#### Waste management

	Unit	2023	Ipeca	GRI
<b>Waste</b>				
<b>Total waste disposed</b>	<b>Tonnes</b>	<b>2,030</b>	ENV-7	306-5
Hazardous waste disposed	Tonnes	13	ENV-7	306-5
Non-hazardous waste disposed	Tonnes	2,017	ENV-7	306-5
Waste beneficially reused, recycled or	Tonnes	6,256	ENV-7	306-4

[A] Not included in the total waste disposed.



<b>Personal safety [A]</b>				
	Unit	2023	Ipeca	GRI
Fatalities [B]	Number	0	SHS-3	403-9
Employees	Number	0	SHS-3	403-9
Contractors	Number	0	SHS-3	403-9
Fatal accident rate	Number per million hours	0	SHS-3	403-9
Employees	Number per million hours	0	SHS-3	403-9
Contractors	Number per million hours	0	SHS-3	403-9
Serious injury, illness and fatality (SIF) [C]	Number	0	–	–
Employees	Number	0	–	–
Contractors	Number	1	–	–
Serious injury, illness and fatality	Number per million hours	0.35	–	–
Employees	Number per million hours	0	–	–
Contractors	Number per million hours	0.53	–	–
Total recordable Incident frequency (TRIF)	Number per million hours	2.45	SHS-3	403-9
Employees	Number per million hours	2.04	SHS-3	403-9
Contractors	Number per million hours	2.66	SHS-3	403-9
Lost time Incident frequency (LTIF)	Number per million hours	0.70	SHS-3	403-9
Employees	Number per million hours	0	SHS-3	403-9
Contractors	Number per million hours	1.06	SHS-3	403-9
[A] In line with industry standards, there are three contract modes. 1: contractor/supplier performs work under BPAL's HSSE Management System (HSSE MS); 2: contractor/supplier performs work under its own HSSE MS, which is materially equivalent to BPAL's HSSE MS; 3: contractor/supplier performs work under its own HSSE MS. Also in line with industry standards, we report on safety performance only for contract modes 1 and 2.				
[B] Includes fatal occupational injuries and illnesses.				
[C] Defined as a serious work-related injury or illness, including those that resulted in fatality or a life-altering event. Life-altering event is defined as a long-term or permanent injury or illness with significant impact on daily activities. Examples of SIF include, but are not limited to, permanent total disability, amputation of a body part (full or partial), reduced bodily mobility (full or partial), third-degree burns, impaired vision, hearing, sense of taste or smell.				
<b>Road transport safety [A]</b>				
	Unit	2023	Ipeca	GRI
Road transport safety performance			SHS-4	–
Number of motor vehicle incidents	Number	19.00	SHS-4	
Employees	Number	10.00	SHS-4	
Contractors	Number	9.00	SHS-4	
Number of incidents per 100 000 km	Number	0.36	SHS-4	
Number of incidents per 100 000 km	Number	0.41		
Severe motor vehicle incident frequency	Number of severe motor vehicle incidents	0	SHS-4	–
Number of severe motor vehicle incidents [B]	Number	0	SHS-4	–
Number of road-transport-related fatalities	Number	0	SHS-4	–
Company kilometres driven	km	2413001	SHS-4	–
Contractor kilometres driven	km	2471390	SHS-4	–
[A] In line with industry standards, there are three contract modes. 1: contractor/supplier performs work under BPAL's HSSE Management System (HSSE MS); 2: contractor/supplier performs work under its own HSSE MS, which is materially equivalent to BPAL's HSSE MS; 3: contractor/supplier performs work under its own HSSE MS. Also in line with industry standards, we report on safety performance only for contract modes 1 and 2.				
[B] Severe motor vehicle incident is defined as a motor vehicle incident resulting in a fatality, serious injury or a rollover of a vehicle.				
<b>Health</b>				
	Unit	2023	Ipeca	GRI
Total recordable occupational illness frequency (TROIF) (employees only)	Number per 100 thousand hours	Not collected	SHS-3	403-10

<b>Security</b>				
	Unit	2023	Ipieca	GRI
Using security	Total number of security staff	268	SHS-7	-
Using company security	Number of security staff	16	SHS-7	-
Using contractor security CCTV IGT/Albtalent	Number of security staff	43		
Using contractor security	Number of security guards	209	SHS-7	-
<b>Our people</b>				
		2023	Ipieca	GRI
Employees (hundred) [A]		490	-	2-7
<b>Staff forums and grievance procedures</b>				
<b>% of staff with access to grievance</b>		100	SOC-12	103-2
<b>Integrity</b>				
Code of Conduct violations [B]		0	GOV-1	102-17
[A] The employee numbers for 2023 reflect headcount in the BPAL HR system.				
[B] Code of Conduct violations represent the number of reported incidents that have been investigated and closed during the relevant period and where the allegation was found to be (at least partially) true.				
<b>Training</b>				
		2023	Ipieca	GRI
<b>Training days for employees [A]</b>				
In-House Provided Training (days)		278	SOC-7	404-1
Third party training (employees trained)		100	SOC-7	404-1
<b>Training days by category</b>				
Training required for compliance (employees)		72	SOC-7	404-1
Continuous required training for maintenance		11	SOC-7	404-1
Training for gaining new skills (employees)		17	SOC-7	404-1
<b>Completion Rate for compliance training and maintenance of skills [B] %</b>		100	SOC-7	404-1
[A] Training metric includes employees and contractors.				
[B] Completion rate refers to 100% of nominated learners minus the % of nominated learners that did not complete their training within the designated period as at December 31				

<b>Diversity, equity and inclusion [A]</b>				
		2023	Ipieca	GRI
<b>Gender</b>				
Board of Directors (% women)		33.3	SOC-5	405-1
Board of Directors (% men)		66.6	SOC-5	405-1
In senior executive leadership positions (% women) [B]		0.0	SOC-5	405-1
In senior executive leadership positions (% men)		100.0	SOC-5	405-1
In management positions (% women)		23.6	SOC-5	405-1
In management positions (% men)		76.4	SOC-5	405-1
In professional positions (% women)		35.7	SOC-5	405-1
In professional positions (% men)		64.3	SOC-5	405-1
Employees overall (% women) [A]		14.0	SOC-5	405-1
Employees overall (% men) [A]		86.0	SOC-5	405-1
Graduate hires (% women) [C]		33.3	SOC-5	01-1; 405-1
Graduate hires (% men) [C]		66.6	SOC-5	01-1; 405-1
Experienced hires (% women) [D]		16.7	SOC-5	01-1; 405-1
Experienced hires (% men) [D]		83.3	SOC-5	01-1; 405-1
Promotions (% women)		11.3	SOC-5	–
Promotions (% men)		88.6	SOC-5	–
% women voluntary resignation of total women employees		16.1	SOC-6	401-1
% men voluntary resignation of total men employees		83.9	SOC-6	401-1
<b>Race/ethnicity [E]</b>				
Board of Directors		1	–	405-1
<b>Employees</b>				
Asian %		6.3	SOC-5	405-1
White %		96.7	SOC-5	405-1
Other racial and ethnic groups %		0.0	SOC-5	405-1
<b>In management positions</b>				
Asian %		49.0	SOC-5	405-1
White %		51.0	SOC-5	405-1
Other racial and ethnic groups %		0.0	SOC-5	405-1
<b>Disability inclusion and enablement</b>				
Workplace accessibility		N/A	–	–
<b>Age group (employees)</b>				
Under 30 years old %		9.6	SOC-5	405-1
Between 30-50 years old %		58.0	SOC-5	405-1
Above 50 years old %		31.4	SOC-5	405-1
<b>Average pay gap - gender %</b>				
Average gender pay gap (AL) [F]		10.44	SOC-5	405-2
<b>Parental leave</b>				
As per law in Albania for maternity leave 52 weeks		Yes	SOC-5	401-3
[A] All metrics throughout this section exclude the employees in contractor companies directly controlled by BPAL.				
[B] The total number of senior executive leadership positions may change from year to year, and our focus is on representation as a % of this total group.				
[C] All graduate hires provided data or declared their gender in 2022.				
[D] Experienced hires include all types of hiring except graduate hires.				
[E] In addition to Board representation, we have included race and ethnicity data for the entire organisation.				
[F] The average pay of all men and all women for BPAL National employees. It excludes bonuses. This is different to equal pay which means paying men and women the same salary for performing equivalent work.				

<b>Human rights</b>				
		<b>2023</b>	Ipieca	GRI
<b>Child labour (procedures in place)</b>				
Own operations		<b>Yes</b>	SOC-4	408-1
Contractors and suppliers		<b>No</b>	SOC-4	408-1
<b>Forced labour (procedures in place)</b>				
Own operations		<b>Yes</b>	SOC-2	409-1
Contractors and suppliers		<b>No</b>	SOC-2	409-1
<b>Contracting and procurement</b>				
		<b>2023</b>	Ipieca	GRI
Estimated expenditure on goods purchased Locally (\$ million) [B]		<b>117.57</b>	SOC-14	204-1
Estimated expenditure on goods purchased Locally (\$ million) [A] [B]		<b>73.64</b>	SOC-14	204-1
[A] Estimated expenditure for goods in Albania				
[B] This figure only includes the amount spent on goods By BPAL and does not count for the expenditures of the contractors.				
<b>Social investment [A]</b>				
		<b>2023</b>	Ipieca	GRI
Estimated voluntary social investment (\$) [B]		<b>831</b>	SOC-13	203-1
Estimated social investment spend Locally (\$ thousand)		<b>216</b>	SOC-13	203-1
[A] Social investment spending varies from year to year depending on business climate and types of activities under way. This is does not include social investments made through contractual agreements with government.				
[B] Estimated voluntary social investment spending locally for the communities in the oil field. :UN Development Programme's Human Development Index 2021).				
<b>Tax and other payments to government</b>				
		<b>2023</b>	Ipieca	GRI
Total taxes paid and collected (\$ million)		<b>49,314,787.7</b>	GOV-4	201-1
Royalty Tax (10%)		<b>21,917,359.14</b>	GOV-4	201-1
PEP & ASP		<b>11,185,280.79</b>	GOV-4	201-1
Local taxes		<b>2,074,401.41</b>	GOV-4	201-1
Withholding Tax		<b>2,267,856.99</b>	GOV-4	201-1
Excise Tax		<b>7,852,527.01</b>	GOV-4	201-1
Social Security		<b>2,838,917.13</b>	GOV-4	201-1
Personal Income Tax		<b>1,178,445.20</b>	GOV-4	201-1



## Detailed GHG data report

<b>Scope 1 Emissions</b>			
	<b>Tonnes CO2e of CO2 per unit</b>	<b>Tonnes CO2e of CH4 per unit</b>	<b>Tonnes CO2e of N2O per unit</b>
Use of diesel in tonnes	4074.15	0.45	50.51
Use of Petrol in tonnes	14.18	0.05	0.04
Propane in Tonnes	204.41	0.18	0.11
Natural gas from the field in m <sup>3</sup>	152.83	0.23	0.07
Crude oil burned in tonnes	0.00	0.00	0.00
Natural gas Flared in m <sup>3</sup>	14784.14	82.80	159.36
Fugitive emissions	0.00	3253.25	0.00
<b>Scope 2 Emissions</b>			
	<b>Tonnes CO2e of CO2 per unit</b>	<b>Tonnes CO2e of CH4 per unit</b>	<b>Tonnes CO2e of N2O per unit</b>
Electricity Usage	3124.218364	13.6577852	18.56605176

Scope 3 Emissions					
<i>Upstream activities</i>					
<i>Category</i>	<i>Category description</i>	<i>Minimum boundary</i>	Tonnes CO2e of CO2 per unit	Tonnes CO2e of CH4 per unit	Tonnes CO2e of N2O per unit
Purchased goods and services	Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 - 8	All upstream (cradle-to-gate) emissions of purchased goods and services	No Information		
Waste generated from operations	Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company) (recycling, landfilling, incineration, municipality waste)	The scope 1 and scope 2 emissions of waste management suppliers that occur during disposal or treatment • Optional: Emissions from transportation of waste	21684.1129	34.5666629	45.6613432
Business travel	Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company) (Flights, public transport (rail, taxi bus), employee owned vehicles) Hotel stay	• The scope 1 and scope 2 emissions of transportation carriers that occur during use of vehicles (e.g., from energy use) • Optional: The life cycle emissions associated with manufacturing vehicles or infrastructure	264.238591	0.01972371	1.32148881
Capital goods	Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year	All upstream (cradle-to-gate) emissions of purchased capital goods	Not enough information		
Fuel and energy related activities	Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in scope 1 or scope 2, including: a. Upstream emissions of purchased fuels (extraction, production, and transportation of fuels consumed by the reporting company)	For upstream emissions of purchased fuels: All upstream (cradle-to-gate) emissions of purchased fuels (from raw material extraction up to the point of, but excluding combustion)	No Information		
Upstream Transportation and distribution	Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company) • Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company)	• The scope 1 and scope 2 emissions of transportation and distribution providers that occur during use of vehicles and facilities (e.g., from energy use) • Optional: The life cycle emissions associated with manufacturing vehicles, facilities, or infrastructure	4506.36197	0.50468317	67.0839827

		The scope 1 and scope 2 emissions of employees and transportation providers that occur during use of vehicles (e.g., from energy use) • Optional: Emissions from employee teleworking	87.716811	0.00265038	0.8862854
Employee commuting	Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company) Emissions for commuting from contractor (consume of diesel or petrol in tonnes Bus company)		158.22	0.02	1.96
Working from home	Emission from energy of staff while working at home		0.44659764	No CF	No CF
Leased assets	Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee	• The scope 1 and scope 2 emissions of lessors that occur during the reporting company's operation of leased assets (e.g., from energy use) (trucking companies, rigs, etc) • Optional: The life cycle emissions associated with manufacturing or constructing leased assets	5124.09	0.57	63.53
Water	Emissions from the supply of water and treatment of waste water		This is 0 because we are not connected to any sewage or waste water treatment		

<i>Downstream activities</i>					
<i>Category</i>	<i>Category description</i>	<i>Minimum boundary</i>	Tonnes CO2e of CO2 per unit	Tonnes CO2e of CH4 per unit	Tonnes CO2e of N2O per unit
Transportation and Distribution	• Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company)	• The scope 1 and scope 2 emissions of transportation providers, distributors, and retailers that occur during use of vehicles and facilities (e.g., from energy use) Consume of fuel from the ship . Consume of diesel or petrol in tonnes Albrail	535.14	0.06	6.63
			269.11	0.23	0.15
			0.00	0.00	0.00
			4639.20	0.00	56.08
			111.03	0.00	1.34
			1201.30	0.00	14.52
Processing of sold products	• Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers) Emissions from the processing of sold products from the refinery in Spain Emissions from Petrolifera operations	The scope 1 and scope 2 emissions of downstream companies that occur during processing (e.g., from energy use)	Has not been evaluated for this year and the crude oil has been considered as used totally		
Use of sold product	End use of goods and services sold by the reporting company in the reporting year	The direct use-phase emissions of sold products over their expected lifetime (i.e., the scope 1 and scope 2 emissions of end users that occur from the use of: products that directly consume energy (fuels or electricity) during use; fuels and feedstocks; and GHGs and products that contain or form GHGs that are emitted during use)	1536651.28	2575.12	3401.64
End of life treatment of sold products	Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life	The scope 1 and scope 2 emissions of waste management companies that occur during disposal or treatment of sold products	No end of life os sold products as we sell only crude oil		
Leased assets	Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor	The scope 1 and scope 2 emissions of lessees that occur during operation of leased assets (e.g., from energy use).	None		
Franchises	• Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor	• The scope 1 and scope 2 emissions of franchisees that occur during operation of franchises (e.g., from energy use)	None		
Investments	Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2	See the description of category 15 (Investments) in section 5.5 for the required and optional boundaries	None		