

POLICY HSE**Document File Name****HSE-001 HSE Policy V4.0 200201****Date Approved by Owner/Revisions made****1 Feb 20/V4.0**

Subject to change. This policy should be reviewed annually but may be amended or replaced at any time.

**Owner****Department: HSE****Position: Head of HSE & Risk****Applies to**

Unless otherwise indicated, this policy applies to all staff, officers, directors, consultants, contractors, part or fixed-term employees, casual and agency staff and volunteers (collectively referred to as “staff” in this document. They do not form part of the terms of your contract.

**Jurisdictional Coverage****All****Mandatory**

Breaches of this policy may result in disciplinary action, up to and including dismissal.

HEALTH, SAFETY and ENVIRONMENT POLICY

Genel Energy (the Company) is committed to conducting its operations in a manner that:

- Protects the health and safety of its employees, contractors and the general public.
- Minimises impact on the natural environment and the local communities.
- Manages safe operation and integrity of assets across the full life cycle.

In order to implement this Policy, the Company will:

- Comply with applicable laws, regulations, standards and Company requirements.
- Demonstrate visible HSE leadership and commitment at all levels in the Company.
- Ensure that HSE is an integral part of Company's business decision-making process.
- Provide a safe and healthy workplace for wellbeing and to prevent work-related injury and illness.
- Maintain HSE and process safety management systems aligned with industry standards and best practices.
- Drive HSE as a line responsibility and provide safe systems of work, adequate resources and support.
- Identify hazards, assess risks and implement prevention and mitigation controls to reduce the risk to "As Low As Reasonably Practicable" (ALARP).
- Conduct "Environmental, Social and Health Impact Assessments" (ESHIA) at planning stage and implement monitoring and management plans (ESHMP) before commencing and during operations.
- Minimise environmental impact by reducing resource use, reducing emissions, managing waste, preventing pollution and protecting biodiversity.
- Evaluate climate change risks associated with our operations and viable mitigation opportunities.
- Provide regular HSE training, instruction and assure competence.
- Empower the workforce to intervene and stop any work that is considered unsafe.
- Hold all employees accountable for HSE performance.
- Communicate, consult and involve employees, contractors and relevant stakeholders openly and honestly.
- Ensure that contractors are aware of and comply with our policies and procedures and where necessary, work with our contractors to raise their standards to meet our requirements.
- Perform audits, site visits, routine workplace inspections and address actions timely.
- Plan and maintain preparedness for emergency response, and crisis and business continuity.
- Report and investigate incidents, near misses and non-compliance and share lessons to be learned.
- Establish objectives and targets to drive continuous performance improvement and report publicly.
- Promote a proactive culture to achieve incident-free operations and HSE excellence.

We believe that all injuries and incidents are preventable.

We do not compromise on HSE.

Bill Higgs

Chief Executive Officer