

HSE POLICY



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HSE-001 HSE Policy V5



Date Approved by Owner/Revisions made
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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

The health and safety of employees, contractors and anyone impacted by our activities, and the protection of our environment is our number one priority and underpins every decision we make and every action we take.

In order to fulfil our duties as a responsible Company we conduct our operations in a manner that:

- Protects the health and safety of employees, contractors and the general public.
- Minimises any negative impacts on the natural environment and the local communities.
- Manages safe operations and integrity of assets across the full life cycle.

In order to implement this Policy, we will:

- Comply with applicable laws, regulations and industry standards.
- Demonstrate visible leadership and commitment including HSE site tours by management.
- Identify hazards, assess risks and implement controls to reduce risks to as low as reasonably practicable.
- Maintain HSE and process safety management systems aligned with industry standards.
- Drive HSE as a line responsibility and provide safe systems of work with adequate resources and support.
- Provide a safe and healthy workplace and seek to prevent work-related injury and work-related illness.
- Ensure the safe supply, storage, and handling of substances.
- Provide personal protective equipment, HSE training and instruction.
- Perform audits, inspections and address actions in a timely manner to improve our HSE performance.
- Plan and maintain preparedness for emergency response, crisis management and business continuity.
- Empower the workforce to intervene and stop any work that is considered unsafe.
- Conduct "Environmental, Social and Health Impact Assessments" (ESHIA) during all projects planning stage and implement applicable monitoring and management plans throughout the project lifecycle.
- Minimise environmental impact by reducing resource use, reducing water consumption, reducing emissions, managing waste, increasing waste recycling, preventing pollution and protecting biodiversity.
- Evaluate climate change risks associated with our operations and implement viable mitigation opportunities.
- Communicate, consult and involve employees, contractors and stakeholders openly and honestly on matters affecting their health and safety.
- Ensure that contractors are aware of and comply with our policies and procedures and where necessary, work with them to raise their standards to meet our requirements.
- Report and investigate incidents, near misses and non-compliance to understand what happened, identify causes, implement actions to prevent reoccurrence, and share lessons learned.

Everyone working for the Company has a responsibility to take reasonable care for the health and safety of themselves and others around them and act responsibly to protect the environment, adhere to Company requirements and highlight areas for improvement.

Genel Energy Directors and Management are committed to ensuring that adequate and competent resources are available to achieve these aims safely, to protect people, environment and our assets.

We strive to build a culture of care and compliance and to achieve incident-free operations.



Paul Weir

Interim Chief Executive Officer