



Global Safety and Health Policy

Our people are key to our future success, their Safety & Health is a company core value.

We proactively identify and manage risk, conduct ourselves responsibly, exercise good judgment and take responsibility for our actions. We manage and operate our business in a manner that ensures that our employees, contractors, and visitors return home safe every day.

We strive for a culture of accountability/servant leadership where team members at all levels of the organization are supported and encouraged to give an account of their work *proactively* in order for us to be a learning organization/to learn and improve.

We will establish an organizational culture in which safety & health is embedded in our organizational identity. We recognize that our attitudes and behaviours are instrumental to reach that goal, we will:

- Equip our people with the knowledge and skills and leadership support to always work safely.
- Actively facilitate engagement and effective collaboration between all levels and all parts of the organization.
- Ensure that our leaders and supervisors are committed to foster an environment of continuous learning and improvement, through humble enquiry and active operational learning.
- Support each other for our own safety & health behaviour as well as that of those around us.
- Encourage and recognize learning and innovation contributions to safe & healthy performance and provide and accept timely and respectful feedback.
- Focus on the reduction of exposures to hazards where possible and the prevention of serious injuries through the use of our LIFE Saving Controls.
- Rigorously expose and discuss goal conflicts and remove barriers to safe work, even in the light of other priorities.
- Use appropriate systems and establish common standards.
- Promptly report all incidents and performance to responsible company personnel and appropriate government and regulatory agencies.
- Maintain our facilities and equipment at an appropriate standard that enables a safe and healthy working environment.

David Singleton
Managing Director and Chief Executive Officer

Rev.16 November 2021