



HEALTH AND SAFETY POLICY

The oil and gas sector is a critical global industry and its operations can have both positive and negative impact. HOEC is committed to enhance the positive impact, avoid and mitigate negative impact by carefully planning and safely implementing each of its operations.

HOEC's Health and Safety Policy is anchored on the core principle that **"All Lives Have Equal Value"** and **"Nothing is More Important than Safe Operations"**. HOEC's Board and the Management understand the need for sustainable development and are committed to achieve this goal, by laying strict emphasis on compliance with all legislations and statutory requirements and to adopt global best practices. This includes the welfare, health and safety of employees, contractors, and the local communities, in its area of operations.

HOEC aims to create a healthy and safe work place for all relevant stakeholders by :

- Hosting extensive training programmes periodically to familiarizes all new and existing recruits with SOPS.
- Holding all operating personnel accountable to maintain a healthy and safe working environment on site, by empowering them to stop an unsafe act irrespective of its financial impact.
- Performing comprehensive internal site audits before and during major operational activities, such as drilling, development and production.
- Assessing and monitoring the health and safety track record and performance of all service providers and contractors, both before and after the award of contracts to achieve the common objective of safe operations.
- Utilizing the Health, Safety and Environment (HSE) Department as a store house of expertise, which passes on all relevant knowledge to Operating Personnel and Managers stationed at various sites.
- Reviewing regularly all Standard Operating Procedures (SOPs) and developing new ones that are in line with those implemented across the industry.
- Continuously engaging with vendors and contractors as partners to achieve the common goal of safe operations.
- Engaging all operating personnel in monthly mock safety drills to ensure that all personnel remain aware and vigilant carrying-out operational activity.
- Carrying out an extensive review of all its facilities to ensure that all machinery and equipment are functioning in accordance with industry standards.
- Regularly monitoring the Emergency Response Plans in place at all sites, so as to prevent escalation and to enable the mitigation of impact on all personnel and asses, in the case of an emergency.
- The HSE Department is tasked with conducting in-depth research to stay informed on new practices in safety drills, safety methods and techniques. These include, but are not restricted to chemical exposure, chemical storage, chemical handling, equipment / machine hazards, safe practices in confined spaces / excavations, fall protection, fire protection, electrical work, hot work like welding and flame cutting operations, personal protective equipment, power sources and working in the heat or long shifts and marine safety.
- HOEC Board has constituted a Risk Management Committee to provide oversight to ensure full implementation of this Health and Safety Policy.
- It is the responsibility of all employees and service contractors' personnel to strictly adhere to the Health and Safety Policy of the Company and follow the Standard Operating Procedures (SOP). HOEC has a "No Excuse Policy", when it involves safety and integrity.