



HEALTH, SAFETY AND ENVIRONMENT POLICY

Our Goal is to conduct our business activities with no harm to people, no damage to the environment and no accidents, today and in the future.

Neptune Energy requires the active commitment to, and accountability for, HSE from all our people, employees and contractors alike.

We believe that incidents are preventable in all our activities and we require the relentless collaborative effort of professional and responsible individuals to drive this ambition.

All personnel working on behalf of Neptune Energy shall comply with this policy and be proactive in the pursuit of our zero accident goal.

Together, we will:

1. **Take care of our people** (including contractors and stakeholders) in all work related activities through risk identification, assessment and management.
2. **Integrate HSE** in decision making and in the management and execution of all activities.
3. Ensure that **safety takes precedence over production**, cost and schedule.
4. **Achieve the highest level of HSE** performance by demonstrating professional conduct and compliance to all applicable laws and regulations.
5. **Facilitate a no blame culture** that encourages our people to share experiences and insights in order to learn from incidents and near incidents.
6. **Intervene when unsafe situations occur.**
7. **Prevent major accidents** by suitable and effective implementation of Global Operating Integrity Management Standard (GOIMS) and HSE management systems.
8. **Minimise our impact** on the environment through pollution prevention, reduction of natural resource consumption and emissions, and the reduction and recycling of waste.
9. **Communicate openly** with our stakeholders and ensure an understanding of our HSE Policy, our standards and performance.
10. **Continuously improve our HSE performances** by monitoring the suitability and effectiveness of our management standards and systems, and learning from industry best practice.

James L. House,
Chief Executive Officer
Neptune Energy