



HEALTH, SAFETY AND ENVIRONMENT

Excellence in health, safety and environment is integral in our journey of being the leading German independent E&P company.

It is our most important shared value with the aim to be safer today than yesterday, and safer tomorrow than today.

Our goal is to empower our employees and contractors to achieve safe and environmentally responsible operations, including the authority and responsibility to stop work for any situation regarded as unsafe or potentially harmful to the environment.

Neptune Energy requires the active commitment and accountability for health, safety and environment from all who are associated with our business.

Together we will:

1. Take care of each other in all work-related activities through effective risk identification, assessment, treatment and evaluation.
2. Facilitate a culture that promotes trust, learning, and accountability throughout the organisation.
3. Set and communicate strategic and operational objectives and targets to continually improve our HSE performance, with clear roles and responsibilities for implementation.
4. Work to achieve safe and healthy work conditions to prevent injury or ill-health, whilst maintaining continual vigilance, and intervening when unsafe situations occur.
5. Meet compliance obligations, along with other requirements to which Neptune Energy subscribes.
6. Ensure that health, safety and protection of the environment is not compromised by costs and schedules.
7. Minimise our impact on the environment through focus and prioritisation of key environmental topics and continual dialogue with each other and our stakeholders.
8. Communicate openly with our people and other stakeholders to encourage active participation in the understanding, implementation, evaluation and improvement of our health, safety and environment standards and performance.
9. Continually improve our management system and integrate health, safety and environment into all decision processes, including supervision and execution of work programs.

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

Dr. Andreas Scheck, CEO

01.01.2024

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