

Safety, Health, and Environment (SHE) Policy

At Equiprotek Energy, we are committed to conducting our operations in a manner that ensures the safety, health, and well-being of our employees, contractors, and the communities in which we operate. We are equally committed to protecting the environment and maintaining the highest standards of sustainability in the oil, gas, and energy industry.

Scope

This Policy applies to all Equiprotek Energy operations, including our employees, contractors, and visitors, across all locations and facilities, whether onshore or offshore.

Policy Statement

1. Safety First

- We prioritize safety in all aspects of our operations. We believe that all accidents and injuries are preventable and strive for a zero-incident work environment.
- All employees and contractors are empowered and required to stop work if they observe unsafe conditions or practices.
- We continuously identify, assess, and mitigate risks to prevent accidents and injuries.
- Report immediately, all incidents, Near Miss or Hazard to employee's Supervisor.
- In case of an injury, employee must report to Supervisor and then the Medic on Duty or at a nearest Clinic or hospital.
- All hazards must be minimised or mitigated if not fixed, before reporting the hazard filling in a STOP Cards or other available way at the facility.
- Employees MUST adhere to our Partner's Safety Policies while on duty at the Partner's facility.

2. Health and Well-being

- We are committed to promoting the physical and mental health of our workforce. This includes providing a safe and healthy work environment, as well as access to health services and wellness programs.
- We actively monitor and manage occupational health risks associated with our operations.
- We promote a culture of well-being, encouraging work-life balance and supporting mental health initiatives.

3. Environmental Stewardship

- We are committed to minimizing our environmental footprint and preventing pollution. This includes responsible resource management, waste reduction, and minimizing emissions.
- We adhere to all relevant environmental laws, regulations, and industry standards, and we aim to exceed these requirements wherever possible.

- We actively seek innovative solutions and technologies to reduce our impact on the environment and support global sustainability efforts.

4. Compliance and Continuous Improvement

- We ensure compliance with all applicable safety, health, and environmental laws, regulations, and standards in every jurisdiction where we operate.
- We are committed to continuous improvement in our SHE performance through regular audits, assessments, and the adoption of best practices.
- We foster a culture of learning and improvement by investigating incidents and near misses to prevent recurrence and by sharing lessons learned across the organization.

5. Training and Competency

- We provide ongoing training to ensure that all employees and contractors are aware of and adhere to our SHE policies and procedures.
- We ensure that all personnel have the necessary skills, knowledge, and resources to perform their duties safely and effectively.
- We promote a culture of safety, health, and environmental responsibility at all levels of the organization.

6. Engagement and Communication

- We maintain open and transparent communication with our stakeholders, including employees, contractors, communities, and regulators, on all matters related to safety, health, and the environment.
- We encourage employee participation in SHE initiatives and value their input on improving our policies and practices.
- We actively engage with local communities to ensure that our operations are aligned with their environmental and safety concerns and expectations.

7. Emergency Preparedness and Response

- We have robust emergency preparedness and response plans in place to deal with potential incidents and minimize their impact on people, the environment, and our operations.
- We conduct regular drills and reviews of our emergency response procedures to ensure effectiveness and readiness.

Responsibility

All employees and contractors are responsible for adhering to this policy and for actively contributing to a safe, healthy, and environmentally responsible workplace. Managers and supervisors are responsible for implementing and enforcing this policy within their areas of responsibility.

Review and Continuous Improvement

This Safety, Health, and Environment policy will be reviewed regularly and updated as necessary to ensure its continued relevance and effectiveness in meeting our SHE objectives.

Equiprotek Energy

Date: 27th July 2024