

HEALTH & SAFETY POLICY

It is the policy of Independent Oil and Gas (IOG) to conduct its undertakings in a manner that protects people from harm and which complies with all applicable health, safety and welfare legislation.

We recognise that prevention of injury and ill health and the promotion of wellbeing is a positive contributor to the efficient and effective conduct of business.

We further recognise that our oil and gas industry undertakings present particular major accident hazards that necessitate appropriate and effective risk management.

Our principal objectives are to provide a working environment for our employees and contract personnel that meets internationally recognised standards of health, safety and welfare, and to ensure that the health, safety and welfare risks to others whom may be affected by our undertakings are as low as is reasonably practicable.

In order to achieve these objectives, we will: -

- Provide leadership and corporate governance
- Establish and maintain systematic management processes
- Promote and reward positive behaviours
- Make available specialist guidance and support
- Identify and comply with all applicable laws, regulation and statutory guidance applicable to our activities
- Monitor performance outcomes of ourselves and our contractors and duty holders
- Communicate our policy and expectations to our employees, business partners, contractors and duty holders, and co-operate with them in order to promote and enable compliance with this policy
- Periodically review and refresh our policies and practices
- Maintain and periodically exercise suitable emergency response plans, facilities and equipment in order to deal with the occurrence and consequence of major incidents

Ultimate responsibility for the effective implementation of this policy rests with the Chief Executive and the Board.

The policy shall be implemented by line management who are responsible for establishing clear roles and responsibilities for aspects of the policy relevant to their functional areas, including in particular, the activities of contracted services and duty holders.

In addition, individuals working for or on behalf of IOG or conducting activities at IOG premises or assets, are expected to conduct themselves in a manner that enables IOG to comply with this policy.