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# PetroSafe Global Holdings - Health, Safety, and Environment (HSE) Policy

Document ID: PSG-HSE-POL-001

Version: 3.0

Effective Date: 2025-08-14

Next Review Date: 2026-08-14

Approved by: Chief Executive Officer

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## 1.0 Policy Statement and Commitment

PetroSafe Global Holdings ("the Company") is unconditionally committed to achieving zero harm to our people, the environment, and our assets. Our primary goal is the prevention of all incidents, injuries, and occupational illnesses. We shall conduct our business in a manner that protects public health, safeguards the environment, and ensures the safety and integrity of our operations. This policy is the cornerstone of our strategic decision-making process at all levels of the organization.

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## 2.0 Scope and Applicability

This policy applies to all activities conducted by PetroSafe Global Holdings worldwide. It is mandatory for all individuals, including full-time employees, part-time employees, contractors, subcontractors, consultants, and visitors across all our facilities, including exploration sites, drilling rigs, production platforms, refineries, and corporate offices.

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## 3.0 Core HSE Principles

Our commitment to HSE is guided by the following core principles:

- **All Incidents are Preventable:** We believe that with proper planning, risk assessment, and execution, all work-related injuries and illnesses can be prevented.
- **Safety is a Line Management Responsibility:** Management at all levels is directly responsible and accountable for HSE performance.

- **Compliance is Mandatory:** We will comply with all applicable laws, regulations, and industry standards in the jurisdictions where we operate. Where laws do not exist, we will apply our own high standards.
  - **Risk Management is Essential:** We will systematically identify hazards, assess risks, and implement effective controls before commencing any work.
  - **Every Individual is Empowered:** Every employee and contractor has the **Stop Work Authority (SWA)** and is expected to use it if they believe a situation is unsafe.
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#### 4.0 Roles and Responsibilities

- **4.1 Senior Management:** Shall provide visible leadership, necessary resources, and strategic direction to ensure the successful implementation of this policy. They are accountable for the overall HSE performance of the Company.
  - **4.2 Line Managers and Supervisors:** Are responsible for implementing HSE procedures in their areas of control, ensuring their teams are trained and competent, and leading by example. They must conduct regular safety inspections and talks.
  - **4.3 Employees and Contractors:** Are responsible for following all HSE procedures, using personal protective equipment (PPE) correctly, reporting all incidents and hazards immediately, and actively participating in safety programs.
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#### 5.0 Key HSE Requirements and Procedures

##### 5.1 Hazard Identification and Risk Assessment (HIRA)

All tasks must be preceded by a formal risk assessment. For routine tasks, pre-approved Job Safety Analyses (JSAs) must be used. For non-routine or high-risk tasks, a comprehensive HIRA must be conducted by a competent team.

##### 5.2 Permit to Work (PTW) System

A mandatory Permit to Work (PTW) system shall be enforced for all high-risk activities. This includes, but is not limited to:

- Hot Work (welding, grinding)
- Confined Space Entry
- Work at Height (above 2 meters)
- Lifting Operations (critical lifts)
- Energy Isolation (Lockout-Tagout, LOTO)
- Excavation Work

No work covered by the PTW system may commence without a valid, authorized permit at the worksite.

### 5.3 Personal Protective Equipment (PPE)

Appropriate PPE is mandatory in all designated operational areas. Standard PPE includes a hard hat, safety glasses, steel-toed boots, and fire-retardant coveralls (FRC). Task-specific PPE (e.g., respiratory protection, chemical gloves, fall arrest systems) will be determined by the JSA and PTW.

### 5.4 Incident Reporting and Investigation

All incidents, no matter how minor, must be reported immediately to a supervisor. This includes:

- **Lost Time Injuries (LTI):** Injuries resulting in time away from work.
- **Medical Treatment Cases (MTC):** Injuries requiring treatment by a medical professional.
- **First Aid Cases (FAC):** Minor injuries requiring only first aid.
- **Near Misses:** Events that had the potential to cause harm but did not.
- **Environmental Spills:** Any unplanned release of hydrocarbons or hazardous materials.

All LTIs and significant near misses will be subject to a formal Root Cause Analysis (RCA) to prevent recurrence.

### 5.5 Emergency Preparedness and Response

Every facility must maintain a current Emergency Response Plan (ERP) covering all credible scenarios, including fire, explosion, oil spills, medical emergencies, and security threats. Regular drills and exercises must be conducted to ensure the readiness of personnel and equipment. All personnel must be aware of muster points and alarm signals.

### 5.6 Environmental Management

The Company is committed to minimizing its environmental footprint. Key focus areas include:

- **Spill Prevention:** Implementing robust secondary containment and regular integrity checks.
- **Waste Management:** Segregating, reducing, and responsibly disposing of all waste streams.
- **Emissions Reduction:** Monitoring and controlling emissions of greenhouse gases and other pollutants.

### 5.7 Contractor Management

All contractors must undergo a rigorous HSE pre-qualification process. Contractors are required to adhere to this HSE policy and all relevant Company procedures. PetroSafe Global Holdings will actively monitor contractor HSE performance.

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## 6.0 Compliance and Disciplinary Action

Compliance with this HSE Policy is a condition of employment and contract. Willful violation of critical safety rules, such as bypassing a safety device or failing to follow PTW procedures, will result in disciplinary action, up to and including termination of employment or contract.

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## **7.0 Definitions and Acronyms**

- **HSE:** Health, Safety, and Environment
- **JSA:** Job Safety Analysis
- **PTW:** Permit to Work
- **LOTO:** Lockout-Tagout
- **PPE:** Personal Protective Equipment
- **FRC:** Fire-Retardant Coveralls
- **SWA:** Stop Work Authority
- **LTI:** Lost Time Injury
- **RCA:** Root Cause Analysis
- **ERP:** Emergency Response Plan