



## Health, Safety and Environmental Policy Statement

Maintaining the health, safety and environmental welfare of everyone that takes part in our operations and the public are core business objectives of Humbly Grove Energy Ltd ranking equally with the Company's other business objectives. The company acknowledges that effective management of HSE issues significantly contributes to long-term business success. Humbly Grove Energy Ltd will ensure that the necessary resources are made available in order to achieve and maintain safe and efficient operations with appropriate arrangements for the identification and management of Major Accident Hazards where they exist. The HSE Management system objectives are set out below.

### Health, Safety and Environmental Management System Objectives

1. To ensure that health, safety and environmental issues are managed with at least the same priority as the Company plans, executes and evaluates its other business activities.
2. To ensure that safe working conditions are provided, for all personnel, where the Company has operational control and that sustainable and environmentally responsible processes and procedures are followed at all locations.
3. To achieve and sustain full Legislative Compliance in the country in which Company operations occur.
4. To seek continuous improvement of the HSE Management System, and clearly assigning responsibility and accountability for the organisation, activities and arrangements to implement the HSE policy.
5. To continually improve HSE performance by providing a framework for setting measurable objectives and targets with visual management in the form of KPIs.
6. To effectively assess the exposure to health, safety and environmental risks through applying the principles of hazard identification and evaluation so that threats, particularly those associated with Major Accident Hazards, to people and the environment are reduced to the lowest reasonably practicable level.
7. To involve the workforce in the implementation of the HSEMS through training, participation and consultation, and providing an effective system of communication throughout the Company.
8. To develop and maintain an effective behavioural safety program, to promote a positive safety culture within the Company, which encourages intervention and reducing the incidents of unsafe acts.
9. To assess the impact of the Company's activities on the environment and to incorporate an Environmental Management System and associated environmental reviews in the HSEMS to prevent or minimise damage, discharges and harmful emissions.
10. To install properly designed and engineered facilities, plant and equipment and to maintain and operate them in a safe condition.
11. To utilise contractors who demonstrate a level of commitment to recognised HSE standards and to effectively integrate these contractors into the organisation.
12. To report and investigate accidents and incidents, including those with the potential to result in injury to employees, damage to plant and equipment or harm the environment.
13. To develop and maintain effective contingency plans adequate to meet all identified emergency scenarios.
14. To employ effective systems for monitoring performance, auditing and review of the HSEMS.

Successful HSE performance requires commitment from all our employees and contractors and it is essential that every employee and contractor takes responsibility for their own actions, and the actions of others, in preventing injury to themselves and others or damage to the environment and equipment.

**Paul Jordan**

**Managing Director**

Humbly Grove Energy Limited

Signed:

Date: 20<sup>th</sup> May 2025