



Seagull Petroleum and Mining

HSSEQ POLICY

Effective as of October 02, 2018



Health, Safety, Security, Environmental and Quality (HSSEQ) Policy

At Seagull Petroleum and Mining, we believe that the health, safety and security of our employees, assets and the communities in which we operate are of immense importance and a critical part of our business. The principal objective of the Seagull Petroleum and Mining is to reduce or eliminate risk, operate efficiently and cost effectively in such a way as to protect its own workforce, the world wide environment in which it operates and the assets with which it works or has control over.

Our goals

- Protect our people, assets and the communities where we work
- Minimise our impact on the environment
- Apply international best practice in HSSE everywhere and always comply with local legislation
- Promote a culture that drives continual improvement in HSSE performance

Leadership in HSEQ

We strive to establish and maintain a good working culture throughout Seagull Petroleum and Mining. We believe that Health, Safety, Environment and Quality should be a line responsibility supported by our top management. From top down, we urge our staff to abide by our policies and procedures. We also actively encourage participation at all levels, and be open to suggestions for improvements.

Policy

Every Seagull Petroleum and Mining company:

- Has a systematic approach to HSSE management designed to ensure compliance with the law and to achieve continuous performance improvement;
- Sets targets for improvement and measures, appraises and reports performance;
- Requires joint ventures under its operational control to apply this policy; and uses its influence to promote it in its other ventures;
- Engage effectively with neighbours and impacted communities; and
- Includes HSSE performance in the appraisal of staff and rewards accordingly

Our commitment

In Seagull Petroleum and Mining we all are committed to:

- Pursue the goal of no harm to people;
- Protect the environment;
- Manage HSSE issues as any other critical business activity;
- Respect our neighbours and contribute to the societies in which we operate;
- Develop energy resources, products and services consistent with these aims;
- Publicly report on our performance;
- Play a leading role in promoting best practice in our industry;
- Manage HSSE matters as any other critical business activity and
- Promote a culture in which all Seagull Petroleum and Mining employees share this commitment.
- Provide appropriate HSSE training to employees
- Motivate and reward excellent HSSE performance among employees
- Ensure that contractors manage HSSE in line with this policy.

Quality

We believe that we always can improve to the benefit of our customers, staff and stakeholders. We maintain focus on quality improvements within our working culture through applying national and international rules and regulations, acknowledged standards and best practice.

IN THIS WAY WE AIM TO HAVE AN HSSE PERFORMANCE WE CAN BE PROUD OF, TO EARN THE CONFIDENCE OF CUSTOMERS, SHAREHOLDERS AND SOCIETY.

Chief Executive Officer