

HEALTH, SAFETY, SECURITY & ENVIRONMENT POLICY



Assala Energy is committed to protecting the health, safety, and security of everyone involved in its activities, while protecting the environment.

To meet this objective, Assala Energy will:

- Demonstrate strong leadership and visible commitment to health, safety, security and environmental protection, with clearly defined responsibilities and accountabilities across the organisation.
- Subscribe to and comply with relevant national and international legislation, standards and requirements that align with our Values and ensure Assala performs better than the minimum local or international requirements. This includes compliance with International Finance Corporation Performance Standards, Equator Principles, the Paris Agreement (and specifically the World Bank's Zero Routine Flaring by 2030 target), labour laws and working conditions of our host nations.
- Maintain quality and safe systems, processes, and infrastructures.
- Proactively identify, evaluate, and manage hazards and risks associated with our activities.
- Contribute to biodiversity conservation by protecting ecosystems and natural habitats.
- Select competent personnel to manage activities and provide training to build and maintain an aware, engaged, compliant and capable organisation.
- Set clear expectations upfront with our contractors and suppliers and provide appropriate oversight of their activities.
- Proactively protect the environment, and manage and/or mitigate, and if necessary and possible offset Assala's eventual impact on the environment, systematically working towards zero negative net impact.
- Actively seek to limit Assala's greenhouse gas (GHG) emissions in line with the Paris Agreement to achieve climate-neutral activities by 2050, including the exploration of offsetting opportunities that directly benefit the environment and our communities in our host countries as a priority, thereby positively contributing to sustainable, local economic development.
- Monitor and evaluate our performance and set corporate targets for continuous improvement across the business.
- Prepare and test response plans to ensure that any incident can be quickly and efficiently reported and controlled.
- Investigate and learn from incidents.
- Encourage open and honest communication to enable and secure transparent reporting or alerting.

Should business/operational results and safety/environment ever come into conflict, we all have an individual and collective responsibility to choose safety/environment over business/operational results. This includes the responsibility to stop a job and/or production whenever activities may conflict with this policy.

David ROUX



Chief Executive Officer - Assala Energy UK Limited

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