

## Health, Safety and Environmental (HSE) Policy

The management of PARAMI Energy Pte.Ltd. Considers health and safety of its employees and protections of the natural environment are of paramount importance in all aspects of company's activities.

It is the objective of the company to achieve a high standard in health, safety and environmental protection.

This is an essential part of the company business.

It is the policy of the company to conduct its operation in the following manner:

- ☐ Plan, conduct and maintain its operation in a healthy and safe working environment
- ☐ Protect employees from injury and health hazards
- ☐ Provide adequate training and work instructions to enable employees to perform Work safely and efficiently
- ☐ Prevent damage or loss to property
- ☐ Protect the natural environment

We believe that safety is a line responsibility. Each member of the management is responsible for the safety of employees under his control and shall ensure that the HSE policy and procedures are made clear to the employees and shall ensure they are adhered to.

In carrying out company activities all employees shall endeavor to:

- ☐ Prevent all occupational illness
- ☐ Prevent all accidents and injuries
- ☐ Prevent pollution of the natural environment

## Drug and Alcohol Policy

This policy contains provisions governing use/abuse of drugs and alcohol. All personnel shall observe, abide and be bound by the following provisions:

1. No personnel shall use, be in possession of or be under the influence of any drugs and alcohol at the work location or cause any drugs and alcohol be carried into any work location. Exceptions are doctor prescribed drugs.
2. Personnel with doctor-prescribed drug(s) shall declare this to the HSE Manager on entering a work location. The HSE Manager shall decide if the declared drug(s) can be taken into the work location and consumed while on duty.
3. The company doctor shall decide on dispute relating to the consumption of the prescribed drug(s) at the work location.
4. Personnel currently assigned to or in the future transferred to a designated position is obligated to advise his superior of any arrest or prosecution: for driving or attempting to

drive a motor vehicle while under the influence of drugs and alcohol, for the possession, the sale or the distribution of drug(s) or for other incident associated with drugs and alcohol. He shall inform his supervisor of the up-to-date legal disposition of such incident. Personnel who fail to do so may be subjected to disciplinary action.

5. Personnel arrested and charged by the authorities for possession of or trafficking in dangerous drugs, on a temporary release pending trial, shall advise his supervisor. The Company reserves the right to review the circumstances leading to the arrest/charge and may subject the employee to disciplinary action, not excluding termination.

6. Pending court trial and judgment on dangerous drug(s) case, the company may subject personnel on no-pay leave. Any personnel found guilty and convicted by the court shall be subjected to disciplinary action, not excluding termination.

7. Personnel found with drug related problem shall not be permitted to work or hold a designated position.

8. Contractor, common carrier and vendor personnel violating the policy shall be removed from Company premises and may be denied future entry.

9. An employee entering a work location may be subjected to a medical examination by an Authorized Officer or work location supervisor, and a search of his possession. Refusal to cooperate may subject an employee to disciplinary action.

10. The company reserves the right to conduct a search within its work location and anyone found in possession of or trafficking in any dangerous drug, shall be referred to the management and the police.