

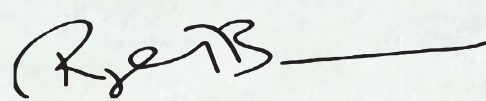
# Health, Safety & Environment (HSE) Policy

Seplat Energy Plc is committed to maintaining high standards of Health, Safety and Environment ("HSE") performance across all areas of the business. Our aim is always to provide a healthy and safe workplace at every location, minimize the effects of our activities on the environment and our host communities.

We seek to continually improve our HSE performance and will:

- Involve senior management in facilities inspection, HSE performance reviews and the establishment of a generative HSE culture.
- Conduct our operations in compliance with all applicable laws, regulations, permits and industry best practice to ensure continued support from our host communities, equity investors, lenders and other stakeholders.
- Ensure that all levels of our personnel are appropriately skilled and receive regular training.
- Empower every employee to intervene and stop any activity they consider to be unsafe to personnel and/or the environment.
- Establish a robust asset integrity management system that will guarantee the safety of our facilities and the operating environment.
- Establish and implement measures that promote the good health of our employees.
- Ensure all employees and contractors are provided with appropriate Personal Protective Equipment (PPE) and are used in line with Seplat's PPE Policy.
- Hold accountable and support our suppliers, contractors to same level of HSE commitments applicable in our organization.
- Make compliance with Seplat's HSE policies a condition of employment for both Seplat and contractors' employees.
- Promptly report and investigate all incidents, including Near Misses, to determine cause and share findings across the organization and with contractors.
- Conduct regular exercises to train all personnel on emergency response procedures and preventative actions.
- Prevent or mitigate the environmental impact resulting from our operations including with regards to air quality, surface water, soil and groundwater, biodiversity and greenhouse gas emissions.
- Commit to conserve natural resources through the adoption of energy efficient processes and technologies, waste avoidance, recycling and re-utilization.
- Commit to enhance our Environmental Management System through the continuous assessment of our environmental performance and adoption of the best available technologies and training.
- Hold our non-operated venture partners accountable for same level of Health, Safety and Environment management standard as those of core Seplat organizations.

This policy is reviewed periodically and is available on our web site to all interested stakeholders  
<https://seplatenergy.com>



**Roger Brown**  
Chief Executive Officer

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