

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:

- Demonstrates strong leadership and visible commitment to, and raises awareness of health, safety, security, biodiversity, and environmental protection, with clearly defined responsibilities and accountabilities across the organisation.
- Subscribes to and complies with relevant national and international legislation, standards and requirements that align with our Values and ensures 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.
- Maintains quality and safe systems, processes, and infrastructures.
- Proactively identifies, evaluates, and manages hazards and risks associated with our activities by adhering to the Assala HSSE Management System.
- Contributes to biodiversity conservation by protecting ecosystems and natural habitats.
- Commits to report regularly on Health, Safety, Environmental, and Effluent issues and will implement and maintain a company health, safety, and environmental management system.
- Commits to having a net positive impact on biodiversity of the areas we operate in and integrate biodiversity in planning our operations.
- Will ensure the leadership team have overall responsibility for addressing risks posed by water scarcity.
- Commits to using water more efficiently and sustainably, achieving water neutral status by 2030.
- Commits to using all other natural resources and energy more efficiently in our operations.
- Selects competent personnel to manage activities and provides training to build and maintain an aware, engaged, compliant and capable organisation.
- Sets clear expectations upfront with our contractors and suppliers and provides appropriate oversight of their activities.
- Works alongside and consults with stakeholders on environmental issues.
- Proactively protects the environment, and manages and/or mitigates, and, if necessary and possible, offsets, Assala's eventual impact on the environment, systematically working towards zero negative net impact.
- Actively seeks 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.
- Is committed to identifying, monitoring and reducing its non-greenhouse (GHG) air emissions as part of its continual efforts to minimize its impact on the environment.
- Monitors and evaluates our HSSE performance and sets corporate targets for continuous improvement across the business committing to reduce emissions, releases and waste.
- Prepares and tests response plans to ensure that any incident and environmental issues can be quickly and efficiently reported and controlled.
- Investigates and learns from incidents.
- Encourages 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.

On behalf of Assala Energy Senior Management Team.

August 2024