INDIKA ENERGY

# Health & Safety Policy

## Purpose

Due to the nature of our business, our first and foremost priority is the health and safety of our workforce, local communities, contractors, and others who may be impacted by our operations. A key part of our safety culture is the anticipation and mitigation of potential risks, so we must assess, manage, and mitigate health and safety risks that exist across our businesses.

This Health and Safety Policy sets out the key elements of our approach and commitments in mitigating health and safety risks and implementing the health and safety management system wherever we operate to protect our workforce, local communities, and the wider society.

## Scope

The Health and Safety Policy is relevant to all employees of Indika Energy, Directors and management, as well as third parties including vendors, suppliers, and subcontractors under Indika Energy's direct supervision, working for Indika Energy office or operational sites directly or indirectly controlled or operated by Indika Energy. We assert our influence over joint ventures we do not control or operate, to encourage them to act in a manner consistent with the intent of this Policy

## Our Commitments

- We aim to constantly achieve zero fatalities, injuries, and incidents under our health and safety management system across all subsidiaries.

- We commit to protecting the health and safety of everyone who plays a part in our operations, as well as the lives of the communities that are affected by our activities.

## Details

Our ambition is to eliminate all injuries, occupational illnesses, unsafe practices, and incidents from our activities. To achieve that ambition, our health and safety approach includes the following:

- **Complying with regulations and standards**

  We drive the implementation of our health and safety management system and adhere to Occupational Health and Safety Assessment Series (OHSAS) 18001:2007 and ISO 45001:2018 standards as well as the prevailing national regulations and industry health and safety certifications. The Management of Indika Energy holds responsibility for the development and implementation of the OHS management system, including the Company's President Director and Board of Directors.

- **Assessing risks and preparing for emergencies**

  We conduct regular risk assessments to identify, control, and mitigate the risks related to health and safety in a precautionary approach. We prepare ourselves in handling emergencies and abnormal conditions which may occur, such that we will be able to mitigate the impact of those situations both to the people and the environment. One of the ways we do so is by providing emergency training for our employees and communities and conducting regular testing of the emergency response plans.

— **Evaluating our health and safety management system**

We conduct internal audits, assessments and periodic reviews to evaluate the implementation of health and safety management in subsidiaries to identify points of improvement at least every three years. In addition, we also provide training and awareness programs about health and safety to all of our contractors and workforce, especially the managers and field operators who are expected to demonstrate leadership and serve as an example for others.

— **Monitoring and reporting our performance**

We communicate to our stakeholders on a regular basis about the impact of our operations and the significant hazards which may affect them. As a part of our efforts to improve transparency, we will also continue to seek ways to enhance the monitoring and reporting of our health and safety performance (including contractor safety) to our stakeholders.