



Health, Safety and Environment (HSE) Policy



1. **Purpose.** FOC 1 is committed to conducting its operations in the oil and gas industry in a manner that protects the health and safety of its employees, contractors, stakeholders, and the environment. This HSE policy establishes the principles and guidelines to be followed to achieve and maintain a high standard of health, safety, and environmental performance.
2. **Compliance.** FOC 1 will comply with all relevant local, national, and international laws and regulations related to health, safety, and the environment in the oil and gas industry.
3. **HSE Organization.** Team of expert HSE professionals lead by HSE manager and supported by site engineers and project management staff will be in place to handle all HSE related tasks. Management is also committed in providing the necessary resources, leadership, and support to implement and maintain effective HSE programs. They will also take necessary measures to protect the environment in surrounding areas and also ensure our responsibilities for health and safety are clearly allocated, understood, monitored and fulfilled as per HSE standards requirement.
4. **HSE Training & Supervision.** All employees are responsible for actively participating in and contributing to the HSE programs. Communication and training and supervision will be provided to ensure employees are aware of and understand the potential risks and safe work practices.
5. **Risk Assessment and Management.** Risk assessments will be conducted regularly to identify and mitigate potential health, safety, and environmental risks associated with our operations. Appropriate and reliable emergency response systems will be in place all company operations.
6. **Contractor Involvement.** Contractors and subcontractors will be held to the same HSE standards & policies as set by FOC 1. Pre-qualification and ongoing evaluation will ensure that contractors adhere to established safety and environmental guidelines.
7. **Emergency Preparedness and Response.** Effective emergency preparedness and response plans will be established to minimize the impact of incidents on the health, safety, and environment. Regular drills and training exercises will be conducted to ensure preparedness.

8. **Health and Safety Performance Measurement.** Performance indicators will be established and regularly monitored to assess the effectiveness of the HSE management system. Continuous improvement initiatives will be implemented based on the results of performance evaluations. HSE audit system will also be established to assess level of compliance and ensure corrective measures by the company.
9. **Environmental Stewardship.** FOC 1 is committed to minimizing the environmental impact of its operations. Efforts will be made to conserve resources, prevent pollution and reduce carbon emissions which may include plantations, and promote sustainable practices.
10. **Incident Reporting and Investigation.** All incidents, including near misses, will be reported promptly and thoroughly investigated to determine root causes. Corrective actions will be implemented to prevent recurrence.
12. **Communication.** Effective communication channels will be established to ensure that employees, contractors, and relevant stakeholders are informed about HSE policies, procedures, and performance.
13. **Review and Revision.** This HSE policy will be reviewed periodically to ensure its continued relevance and effectiveness. Necessary revisions will be made based on changes in regulations, industry best practices, and company operations.

This policy shall be effective and will be in force till such time it is modified or amended by the Board of Directors of the FOC1. It is also implemented for members of the Board, consultants, and agency personnel who work at FOC1 premises or under the direction of FOC1.