



**MPRL E&P Pte Ltd.**

# OCCUPATIONAL HEALTH & SAFETY POLICY

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## OBJECTIVES

MPRL E&P is committed to continuously improving our Occupational Health & Safety (OHS) performance. In addition, we strive to embed a "Safety First" culture consistent with our fundamental goals, which include:

- Zero Work-related Incidents
- No Harm to People
- Compliance with all applicable OHS legislation and regulations

## APPLICABILITY

MPRL E&P expects active participation in achieving our OHS performance goals and commitments by all employees, managers, and executives regardless of the corporate hierarchy, partners, contractors, and/or suppliers who individually and collectively are responsible for performance across the business value chain.

Breach of MPRL E&P's Occupational Health & Safety Policy may result in disciplinary action, up to and including dismissal. Contracted personnel who fail to comply with this policy may have their contract terminated, not renewed, or be subject to other appropriate actions. MPRL E&P reserves the right to amend or update this policy as required from time to time.

## COMMITMENT

The MPRL E&P OHS Management System is fundamental to our business and is applicable to all areas of our operations and business activities. We commit to adhere to the following principles throughout our operations and business activities:

- All accidents are preventable.
- No activity is so important that it cannot be done safely.
- OHS performance depends on all employees and contractor personnel working with MPRL E&P. Everyone is responsible for working safely.
- Conduct appropriate trainings to ensure all of our personnel are competent in their respective jobs and understand and adhere to this policy.
- Anyone involved in our business activities may intervene and stop operations (Stop Work Authority) in case they believe that there is an unsafe condition or unsafe action.
- Potential hazards will be identified for all operational activities, and equipment, facilities, and standard operating procedures (SOPs) will be designed with the aim of eliminating accidents and preventing occupational illnesses.
- Industry best practices, procedures, and standards will be established or adopted so as to create a safe and healthy working environment for all workers, contractors, local communities, and other external stakeholders in assets where we operate.
- Arrange for recognized medical professionals to perform medical check-ups for employees or contracted workers as and when required.
- OHS competencies and qualifications shall be taken into consideration in the evaluation process for internal promotions.



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- Rectify and report all actions and conditions which could result in an accident/ incident in order to continuously mitigate risks of injury and occupational illness.
- Ensure business plans and individual performance objectives include measurable OHS targets, which are reviewed regularly and updated annually.
- MPRL E&P shall benchmark the company's H&S performance with that of similar businesses within the oil and gas industry on an annual basis to continuously improve our OHS management.

## **ACCOUNTABILITY**

MPRL E&P Executive Management is accountable for the implementation of this policy. Implementation is achieved by adherence to our management systems by all personnel and third party contractors as well as reinforcement by all Heads of Departments (HoDs) where appropriate.

The HSE Department and its working groups are committed to embedding a "Safety First" culture by systematically managing OHS performance and promoting safe working practices to prevent incidents.

## **REVIEW, MONITORING, AND REPORTING**

With the consultation and participation of employees or employees' representatives, this policy shall be reviewed every two years to ensure that it is aligned with changes in the business and external environment including changes in the national context and legal requirements.