



MPRL E&P Pte Ltd.

OCCUPATIONAL HEALTH & SAFETY POLICY

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DOCUMENT TITLE : OCCUPATIONAL HEALTH & SAFETY POLICY
AUTHOR : HEALTH, SAFETY & ENVIRONMENTAL MANAGER
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APPROVED BY : EXECUTIVE MANAGEMENT

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

This policy is applicable to all directors, officers, employees, advisors, consultants, contractors, subcontractors, suppliers, vendors, service providers, agents, joint venture partners, investors, and other representatives of MPRL E&P, its subsidiaries and/or assets operated and/or managed by MPRL E&P and/or its subsidiary.

Breach of the MPRL E&P Occupational Health and Safety Policy by an employee, director, officer, advisor, consultant, contractor, subcontractor, supplier, vendor, service provider, agent or other representative of MPRL E&P, its subsidiaries and/or any assets operated and/or managed by MPRL E&P and/or its subsidiary, may result in disciplinary action, including dismissal and/or termination, and be subject to other actions according to the applicable laws. 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.
- Appropriate training shall be conducted to ensure all 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) if they believe that there is an unsafe condition or unsafe action.
- Potential hazards shall be identified for all operational activities, equipment and facilities. 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 to create a safe and healthy working environment for all workers, contractors, local communities, and other external stakeholders in assets where we operate.



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- Recognized medical professionals shall arrange 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.
- All actions and conditions which could result in an accident/ incident shall be rectified and reported to continuously mitigate risks of injury and occupational illness.
- Business plans and individual performance objectives shall include measurable OHS targets, which are reviewed regularly and updated annually.
- MPRL E&P shall benchmark the company's OHS performance against similar businesses within the oil and gas industry on an annual basis to continuously improve our OHS management.

Clarifications (or) Questions (or) Advice

If you require any clarifications (or) have any questions with regard to this policy, you may seek advice from or discuss with your respective HoD or Health, Safety & Environmental Manager ("HSEM") or any appropriate member(s) of the HSE Department.

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.