



Health, Safety, Environment and Security Policy

Firstdrill Limited believes that effective health, safety, environmental and security (HSES) performance is a key objective, equal to all other key business objectives. An integrated HSES Management System has been established and will be maintained that achieves this through:

- **Leadership and Commitment**
Providing strong and visible leadership and commitment in HSES performance.
- **Policy and Strategic Objectives**
Setting policy and strategic objectives that support our commitment to compliance with all relevant statutory legislation and continuous improvement and take due account of industry codes and practices and any other requirements to which we subscribe.
- **Organisation, Resources & Documentation**
Establishing a fit for purpose organisational structure for effective management of HSES and fully defining the HSES responsibilities of each function.
Appointing management representatives who are responsible for and have the resources to, implement this policy.
Ensuring that all employees and contractors have adequate HSES awareness, skills and competence.
Selecting and managing contractors to ensure their HSES performance meets the Company's requirements.
Maintaining appropriate HSES documentation.
- **Risk Evaluation and Management**
Identifying health, safety, environmental and security risks to people, the local biodiversity and physical assets arising from all operations undertaken by Firstdrill, and managing them to levels that are as low as reasonably practicable in line with our legal and other obligations and our strategy for continual improvement.
- **Planning**
Ensuring that HSES critical facilities and equipment are fit for purpose and meet defined HSES and reliability targets.
Controlling our activities and operations through the use of documented procedures and practices.
Maintaining emergency preparedness to manage the response to mitigate the effect of and facilitate recovery from unplanned events.
- **Monitoring and Implementation**
Monitoring HSES performance to determine compliance and keeping records in support of the HSES Management System.
Recording areas of non-compliance and addressing these through corrective actions.
Open reporting and investigation of all HSES related incidents.
- **Audit and Review**
Auditing and reviewing compliance with this Policy and the adequacy of the HSES Management System.

All documented policies, procedures and practices will be consistent with this Policy and with the requirements of the HSES Management System. It is the responsibility of every employee to comply with these and to assist the Company in their implementation.

Peter Redman
Managing Director
Firstdrill Limited