

Health, Safety, Environment and Security

Policy

Harbour Energy is committed to operating responsibly and securely, never compromising our Health, Safety, Environmental or Security (HSES) standards. Harbour Energy will do all that is reasonably practicable to reduce HSES risks, ensure the safety and security of everyone affected by our operations, protect the environment by minimising our environmental impacts, and protect our assets and business data.

To achieve this Harbour Energy will:

- Provide strong, visible leadership and commitment at all levels of the business
- Effectively identify hazards, threats and vulnerabilities to assess and manage risks
- Meet or surpass our legal and other requirements (e.g., compliance obligations)
- Set objectives and targets to drive improvement
- Support and train our people and assure their competence
- Provide appropriate resources
- Encourage open and honest communication
- Effectively manage the HSES risks associated with contracted work
- Maintain safe, clean, healthy and secure workplaces to protect our people, environment, assets and data
- Maintain protected high quality documented systems and processes;
- Plan and prepare for potential emergencies
- Report, investigate and learn from any incidents and near misses
- Routinely inspect the workplace and audit systems and processes;
- Seek opportunities to continually improve our performance

It is the responsibility of everyone in Harbour Energy to conform to our Policies and Standards and to assist the business in their implementation.

Linda Z Cook
CEO Harbour Energy Plc
01 December 2023

Health, Safety, Environment and Security
Policy

Revision 2