

## 1. OBJECTIVE

The Company seeks to operate all its activities in a responsible and appropriate manner, which respects the health, safety and security of all employees, contractors, members of the communities and the environment within which operations and activities are undertaken.

The Company recognises the challenges and risks facing the oil and gas industry and our role as a responsible operator as the global community transitions towards a lower emissions future. The Board also believes that oil and gas will continue to be an essential source of energy and feedstock for global development and will play an important role in the transition to a lower carbon future. As an active participant in the upstream oil and gas industry, we recognise our responsibility to present data relating to our activities in a transparent and concise manner, to set targets that ensure our performance is measured against industry or regulatory standards and to demonstrate commitment to improvement in that performance.

The Company operates under a Health, Safety, Environmental and Sustainability (HSES) Policy that states that the company will always operate in a responsible manner, respecting the health, safety, and security of employees, contractors, and communities and the environment in which we operate. We will always comply with laws and regulations applicable to the jurisdiction within which we operate and will keep HSES values as an integral part of business decisions. All employees, contractors and visitors are expected to maintain and support these core values.

This Policy has been adopted by **Australis** to provide a framework for achieving this objective.

## 2. HSES PRINCIPLES AND PRACTICES

**Australis** is committed to the principles and practices outlined below.

- a) Managing HSES as an integral part of the Australis business and HSES performance is incorporated into all business planning and decision making processes.
- b) Implementing and maintaining a rigorous procedure for the management of HSES risk.
- c) Complying with all applicable laws and regulations in the jurisdictions Australis operates as a minimum and applying responsible standards consistent with this Policy and industry practice where laws do not exist.
- d) Measure and report carbon emissions and align reporting with TCFD recommendations
- e) Working collaboratively and proactively with Stakeholders to develop and advance effective approaches to HSES management and communicating openly on HSES related issues.
- f) Seeking ways to minimize the impact of the Company's activities on the environment and identify opportunities and integrate technologies to reduce carbon emissions.
- g) Identifying, reporting, and evaluating risks, threats, hazards and impacts to the Company's operations that have the potential to adversely affect the environment or the health, safety and security of employees, contractors or the community. Implementing appropriate control and contingency measures to minimise and manage such risks to a responsible level.
- h) Identifying, reporting, and evaluating climate related risks and opportunities that could impact the Company and incorporate in to the development of corporate strategy.
- i) Establishing, monitoring, reviewing, and reporting HSES targets for ongoing improved HSES performance.
- j) Ensuring all HSES incidents are investigated, root causes identified, and each incident response is appropriate for the incident severity.
- k) Providing sufficient and competent human resources to manage the Company's HSES commitments.
- l) Communicating to all employees and contractors the requirement to work safely at all locations of activities and operations including the expectation for every employee and contractor is to take personal responsibility for the safety and wellbeing of themselves and those around them and to fully understand and as appropriate for their circumstances implement the principles of this Policy.
- m) Selecting and engaging contractors and suppliers whose HSES management systems are acceptable to Australis and consistent with this Policy.
- n) Including an HSES performance assessment in the appraisal of applicable Australis Personnel and incorporate into the Remuneration Policy.
- o) Providing training, instruction, and supervision to Australis Personnel to enable them to attain the knowledge and skill levels necessary to perform their work safely and appropriately.
- p) Maintain and update the HSE Manual

### 3. APPLICATION AND COMPLIANCE

This Policy applies in all jurisdictions in which Australis operates and the responsibility for its application and its implementation rests with all Australis Personnel. Australis Employees are required to confirm in writing that they have received, read and understood this Policy as part of their induction and to reconfirm understanding on an annual basis, or as per specified in the Employee Handbook.

### 4. POLICY BREACHES

A breach of this Policy is a serious matter which can result in disciplinary action, including termination of employment or contract.

Any Australis Personnel found to have either breached this Policy, failed to report a potential breach of this Policy or mislead investigations into potential breaches of this Policy will be subject to disciplinary action.

### 5. REPORTING BREACHES OF THIS POLICY

Any Australis Personnel suspecting or observing any contravention of this Policy, has the obligation to report this immediately to a Director or Management or otherwise in accordance with the Australis Whistleblower Policy.

### 6. ROLES AND RESPONSIBILITY

The CEO is responsible for the overall implementation of this Policy and for monitoring compliance with this Policy. Such officer will also continuously review the contents of this Policy and make recommendations for any changes to the Policy to the Board as required.

This policy will be reviewed regularly and updated as required by the Board.

### 7. DEFINITIONS

For the purpose of this Policy the following definitions apply:

**Australis or Company** means Australis Oil & Gas Limited (ACN 609 262 937) and its subsidiaries and joint ventures in which Australis and/or a subsidiary owns a controlling interest;

**Australis Employees** means all Australis Directors, officers, executives and employees

**Australis Personnel** means all Australis directors, officers, executives, employees, and where under an obligation to comply with this Policy, Third Party Representatives.

**Board** means the board of Directors of the **Company**.

**CEO** means the person acting in the capacity as the Chief Executive Officer of the **Company** or the consolidated corporate group.

**Employee Handbook** means the handbook outlining the Policies applicable to Australis employees that can be found on the Australis intranet;

**HSE Manual** means Australis' health, safety and environmental manual which sets out the minimum HSE standards required for Australis Personnel and visitors to Australis operated locations;

**HSES** means health, safety, environment and sustainability;

**Policy** means Australis' HSES policy;

**Management** means Executive Management, and other Australis employees whose job title includes the honorific Manager; and

**Remuneration Policy** means the Company policy for remuneration.

**Stakeholder** means any person, organisation or the community at large who has an interest in the **Company** or its activities. This includes, but is not limited to, **Australis Personnel**, suppliers, public officials, creditors, shareholders and customers.

**TCFD** means the Taskforce on Climate Related Financial Disclosures

**Third Party Representative** means a Director, officer, employee, agent, contractor or other representative of a commercial business enterprise that is not owned or controlled by Australis. This includes but not limited to, agents, independent contractors and consultants, suppliers and joint venture partners engaged in activities on behalf of or at the direction of Australis.

**Whistleblower Policy** means the **Company** policy adopted to provide a safe and confidential environment where concerns about unlawful, improper or unethical conducting can be raised by whistleblowers without fear of reprisal or detrimental treatment approved by the Board [from time to time].

## **8. FURTHER INFORMATION**

For further information, clarification or questions regarding compliance with this Policy please contact the Company Secretary.

Approved by the Board: 20 August 2024