



# Health & Safety Policy

*"Our vision is to provide energy in a safe and environmentally responsible manner"*

The Whitebark Energy HSE Policy Statements are the cornerstone of the Health, Safety & Management System and establish the overall company vision. This Health and Safety Policy Statement is issued by the Managing Director of Whitebark Energy under the auspices of the Board of Directors.

## Policy Objectives

It is the policy of the company to conduct our activities in such a way as to take foremost account of the health and safety of our employees, contractors and members of the communities in which we operate.

*We believe that all injuries and industry related diseases are preventable and that striving continuously to improve our health and safety performance is fundamental to our business success.*

## Strategies

### **To implement this Policy we will:**

- Ensure that Health & Safety considerations are given prevailing status over other business considerations.
- Comply with all applicable laws and regulations, while aspiring to higher standards.
- Apply and demonstrate a systematic approach to health and safety management to ensure compliance and continuous performance improvement.
- Openly communicate our health and safety performance with our workforce, local Government and the wider community. Foster a culture that empowers and rewards everyone to act in accordance with this.
- Assess health, safety and environmental aspects before entering into new activities and reassess them in case of significant change in circumstances.
- Recognise the concerns of shareholders, employees, contractors and society on health and safety matters, and provide them with relevant information and discuss with them related company policies and practices.
- Develop and maintain crisis, emergency and contingency procedures, in co-operation with authorities and emergency services, in order to minimise harm from any accidents.
- Ensure that contractors working on behalf of the company shall apply health, safety and environmental standards fully compatible with our own.
- Work with government and others in the development of improved regulations and industry standards which relate to health and safety.
- Support research towards the improvement of health, and safety aspects of our products, processes and operations.

The Managing Director of Whitebark Energy is accountable to the Board of Directors for ensuring that this Policy is implemented. This Policy will be reviewed on an annual basis.

This Policy applies to all personnel, contractors and joint venture participants engaged in activities under Whitebark and its subsidiaries' operational control and Whitebark will use its influence to promote this Policy in non-operated ventures.

**Charles Morgan**  
**Chairman**  
**Whitebark Energy Limited**  
**September 2020**



# Environmental Management Policy

*"Our vision is to provide energy in a safe and environmentally responsible manner"*

The Whitebark Energy HSE Policy Statements are the cornerstone of the Health, Safety & Management System and establish the overall company vision. This Environmental Management Policy Statement is issued by the Managing Director of Whitebark Energy under the auspices of the Board of Directors.

## Policy Objectives

Protecting the environment and valuing cultural heritage are an integral part of the way we carry out our core business of developing petroleum resources in Australia and Canada.

We share the global community's concern for the proper care and custody of our environment for present and future generations. We are committed to ensuring that our activities are performed in a sustainable manner that has minimal impact on the land, sea and air.

*"Our objective is to implement best environmental practises wherever possible and practical to do so".*

## Strategies

### **To implement this Policy we will:**

- Promote protection of environments which may be affected by our exploration and development activities and seek continuous improvement in efficiency of use of natural resources and energy.
- Pursue in our operations progressive reductions of emissions, effluents and discharges of waste materials that are known or suspected to have a negative impact on the environment, with the ultimate aim of eliminating them.
- Comply with all applicable environmental legislation and regulations relevant to our business and the community within which we operate, applying industry Codes of Environmental Management Practise within Australia and Canada.
- Maintain open community and government consultation regarding our activities and our environmental performance.
- Educate, train and encourage our workforce to conduct activities in a responsible manner.
- Develop and implement systems to identify and manage all activities that have the potential to affect the surrounding natural environment in order to prevent pollution and minimise impacts.
- Measure our environmental performance and set targets for continual improvement.
- Monitor the surrounding natural environment thereby contributing to the community's knowledge of natural systems.

The Managing Director of Whitebark Energy is accountable to the Board of Directors for ensuring that this Policy is implemented. This Policy will be reviewed on an annual basis.

This Policy applies to all personnel, contractors and joint venture participants engaged in activities under Whitebark and its subsidiaries' operational control and Whitebark will use its influence to promote this Policy in non-operated ventures.

**Charles Morgan**  
**Chairman**  
**Whitebark Energy Limited**  
**September 2020**