



## Health, Safety, Security, Environmental and Social Awareness (HSES) Policy

Apex International Energy believes that the health, safety and security of our employees and the communities in which we operate are of paramount importance and a critical part of our business. No activity is too important that it cannot be carried out safely. No Apex activity should present an unacceptable risk to people or the environment.

Apex's policy on HSES is simply stated: **HSES matters at Apex**. It matters to our leaders and all persons associated with Apex. HSES is a way of life and not something that is done to you; it is something that you do. Apex will provide the leadership, tools, processes and training to implement this principle in our business. Apex will provide guidance illustrating how we perform our business in a safe, environmentally responsible and ethical fashion. The remainder of this policy, and all other Apex policies, explains how this principle is implemented and how performance is assessed.

Apex's commitment to HSES involves all aspects of our business and we seek to ensure that we do "what is right" and expect all our employees and contractors to achieve this aim and our HSES expectations.

This policy and other HSES documents explain our HSES expectations and provide guidance on how our employees can apply our principles and achieve our expectations. Elements of our system will include, among others:

- Strong commitment to HSES leadership at all levels.
- Active leadership in the areas of HSES from the executive management of Apex.
- Compliance with all relevant legislation, regulations, international and national practices.
- Recognition and identification of hazards arising from our activities and the risks that they pose to people in the areas in which we operate.
- Management and mitigation of risks that affect people, the communities, the environment and our assets in the areas where we operate to a standard of As Low As Reasonably Practicable (ALARP).
- The maintenance of secure, safe and healthy conditions for those impacted by our operations.
- Promotion of the conservation of natural resources and reduction of waste generation associated with our operations.
- Selection and training of competent employees and contractors to ensure that they are aware of our expectations and capable of discharging them.
- Communication and consultation with our stakeholders.

In order to achieve the above elements Apex will:

- Develop and maintain an HSES management system appropriate to our operations.
- Establish that senior management has active ownership of the HSES system and will lead by personal example.
- Provide appropriate resources and organizational structure to support our HSES expectations.
- Subject our HSES policy to internal monitoring and external audit, against agreed performance standards, to ensure that it is functioning effectively and delivering a safe work place and safe

operations. The results of this monitoring will be communicated to all levels within Apex and our contractors, including our employees, Board of Directors and other stakeholders.

- Provide employees and contractors with the training and tools to understand and achieve Apex's HSES expectations in their assigned roles.
- Inform all employees and contractors that HSES is a part of our daily work, not an add on. We all have responsibilities and accountabilities to apply the system in all company activities.
- Communicate effectively with all employees, contractors and stakeholders to promote a positive approach to HSES and that establishes an environment of continuous improvement.
- Communicate to all employees and contractors that unsafe situations and operations will not be tolerated and all persons have not only the authority, but the duty, to stop unsafe operations without fear of repercussions.
- Reporting all incidents and accidents, conducting thorough root cause investigations, and communicating the lessons learned to all stakeholders.
- Generate an emergency response plan to cope with emergencies that may arise and to test this plan regularly.
- Generate and put in practice a procedure to record and track grievances.
- Use periodic reviews, supported by an annual review by the Board of Directors, to confirm that adherence to the HSES policy and management system is achieved and appropriate updates are completed after such reviews..

Authorized by:



CEO

Effective date: 13 April 2017